

Protect the public by regulating the practice of Registered Psychiatric Nurses.

The College of Registered Psychiatric Nurses of British Columbia invites applications for the position of Policy Consultant. This is a full-time, permanent position; it is not an entry-level position. You will work closely with a small team of professional and administrative staff in a collegial and pleasant environment located in Port Moody. We are a team committed to excellence, but also to a balanced approach to work in our lives. We enjoy what we do and value everyone on the team.

Please note that all permanent staff at CRPNBC will be transferring to the new nursing regulatory college being formed by CRPNBC, CLPNBC, and CRNBC. Further information can be found [here](#).

## The Position

- Research and develop standards, limits and conditions for psychiatric nursing practice
- Conduct surveys, focus groups, and forums to obtain stakeholder input
- Ensure proper and timely dissemination of practice information
- Conduct post-implementation evaluation of policies and programs
- Support CRPNBC committees and their regulatory work
- Provide practice support to registrants

The full job description can be found [here](#).

## What We Offer

Salary and benefits are similar to those of nurses under the Nurses Bargaining Association collective agreement and include:

- Challenging and interesting work in a supportive setting
- Competitive remuneration based on experience (\$87,232 to \$97,170 annually)
- A defined benefits pension with the Municipal Pension Plan
- Excellent extended health, dental, LTD and other coverage
- 6 weeks' vacation to start
- Up to one additional week off in lieu of overtime
- Payment of relevant professional licensure fees and generous support for professional development

## Qualifications

The ideal candidate will be a masters-prepared RPN, knowledgeable about RPN practice, with policy development, project management and leadership experience.

### *Required Qualifications*

- Registration in good standing or eligibility for registration with the College of Registered Psychiatric Nurses of B.C.
- Baccalaureate degree in psychiatric nursing (Masters preferred)
- Minimum 7 years of relevant experience in progressively senior roles
- Minimum 2 years of relevant experience in policy development, implementation and evaluation, and project management
- Knowledge of psychiatric nursing practice
- Knowledge of how to conduct focus groups and surveys
- Excellent analytical and communication abilities, including superior writing skills
- Ability to interpret and apply governing statutes, bylaws and other legislation
- Demonstrated creative leadership, tact, diplomacy and good judgment
- Demonstrated ability to collaborate with and to mentor others
- Ability to speak and present in public forums
- Willing and able to respond flexibly to changing work demands
- Experienced user of Microsoft Office

### *Additional Preferred Qualifications*

- Ability to assess learning/practice needs and to develop, implement and evaluate effective programs to meet identified needs
- Knowledge of the *Health Professions Act* of British Columbia and a demonstrated understanding of regulatory functions
- Knowledge of RPN and other nursing regulatory structures in other Canadian and international jurisdictions
- Knowledge of the principles of administrative fairness
- Knowledge of psychiatric nursing education
- Experience with Boards and Committees operating within a not-for-profit organizational framework

**If you are interested in this position, please submit a cover letter and résumé, clearly demonstrating how you meet the qualifications outlined above, to:**

**Fiona Ramsay, Director of Operations**  
**E-Mail: [framsay@crpnbc.ca](mailto:framsay@crpnbc.ca)**

**Closing Date: 12 noon on Friday, March 9, 2018**

Thank you for your interest in the College of Registered Psychiatric Nurses of British Columbia. We appreciate all responses, however, only those selected for an interview will be contacted.