

JOB DESCRIPTION

JOB TITLE: RNAO Nurse Practitioner (NP) Research Chair

DEPARTMENT: RNAO Executive Office

REPORTS TO: CHIEF EXECUTIVE OFFICER OF THE REGISTERED NURSES ASSOCIATION OF ONTARIO (RNAO)

DATE PREPARED: May, 2022

JOB SUMMARY:

The Nurse Practitioner (NP) Research Chair is at the central hub, of the RNAO NP Research Chair Model and as such oversees and provides direction to a program of Nurse Practitioner/Clinical Nurse Specialist (NP/CNS) Clinical research that focuses on six priority areas of research, each supported by an NP Research Lead. These priority areas of research include primary care, Indigenous health/wellness, mental health and substance use, homelessness/persons who are underhoused, older adult health, and acute care. The NP Research Chair will establish and maintain an NP/CNS-related program of research and a research database.

RESPONSIBILITIES:

The NP Research Chair will oversee and support research development, knowledge mobilization, and program evaluation as it relates to NPs and CNSs.

Program Leadership

- * Develop, lead and expand a cutting-edge and robust program of research related to clinical outcomes of NPs and CNSs.
- * Liaise with each of the NP Research Leads who represent a priority area of focus in the NP/CNS Research Program and as such:
 - * collaborate with each of the NP Leads in supporting, mentoring and advising;
 - * consult on the research work in each of the priority areas; and
 - * collaborate with the research leads to advance their priority area and the RNAO NP/CNS Research Program.
- * Liaise with NP/CNS priority research leads and collaborate to identify priority area programs of research, develop proposals, conduct research, prepare reports and publish findings.
- * Promote an environment of enquiry and mentorship.
- * Lead and collaborate in the development of processes and policies related to grant applications, proposal writing, building research teams, and disseminating research results.

Research Development

- * Foster research capacity among NPs and CNSs.
- * Support research leads in conducting research across the six priority areas of research.
- * Identify funding opportunities and engage in and mentor others in proposal development.
- * Develop partnerships with the academic and service communities.

- * Collaborate with research leads to create research placement opportunities for NPs and CNSs within the 5 priority areas.
- * Support research leads in collaborating with service organizations to create cultures of research and enquiry.

Knowledge Mobilization

- * Ensure strategies are in place to showcase the impact of NP and CNS practice with vulnerable and underserved populations.
- * Inform RNAO policy priorities for transformational health system change based on clinical outcomes related to NP and CNS practice.
- * Attend relevant research events and engage in other activities to showcase the activities and outcomes of the NP Research Program.
- * Work with research, practice, education, policy, and administration stakeholders in nursing and health care to fuel and advance the work of the NP Research Program, further innovative partnerships and showcase the impact of NP and CNS practice.

Program Evaluation

- * Prepare and present status reports to key internal stakeholders (RNAO) and external stakeholders related to the NP Research Chair and milestones achieved. Milestones guiding this work over the first three years include:
 - * Three months
 - 90-day work plan developed to address approaches to developing the primary areas of research including hiring of research leads and collaborative work with engaged universities
 - Beginning framework related to the spokes developed, including position descriptions for all research leads for primary area including position announcement and recruitment documents
 - * Six months
 - Framework for spokes and position descriptions finalized, including liaison with universities through adjunct/cross- appointment arrangements.
 - Processes and policies related to grant applications, proposal writing, building research teams, and disseminating research results developed.
 - Processes for recruiting research leads developed.
 - * Nine months
 - Relations with universities being cultivated in relation to overall NP Research Chair Role and nature of the research lead positions.
 - Active recruitment for Research leads in process with candidates identified.
 - * Twelve months
 - Research lead for one primary area of research hired and onboarding commenced.
 - Adjunct/cross appointment for NP Research Lead explored with university.
 - Beginning publication plan developed including publication related to the NP Research Chair Position, Framework and start up processes.
 - * Twenty-four months
 - Research plan including priority research focus for one primary area of research developed.
 - Research team for one primary area of research, involving NPs and CNSs developed.
 - One research proposal developed and submitted for funding, based on priority research focus.
 - Research Leads for two additional primary areas of research hired and onboarding

completed.

- Adjunct/cross appointments with partner universities formalized for all three (3) Research Leads.
- At least 2 manuscripts related to RNAO NP Research Chair developed and submitted for publication.
- Two presentations at peer reviewed research conferences.
- Plans developed for research placement opportunities for research students, and up to 5 students in a research placement.
- Strong liaisons developed with NPs, and CNSs provincially, and nationally and beginning relationship developed internationally.
- Collaborative approaches and relationships developed with relevant RNAO research work and structures.

***Thirty-six months**

- Research plan including priority research focus for two additional primary areas of research developed and being implemented.
- Research teams for two additional primary areas of research, involving NPs and CNSs developed.
- One research proposal developed and submitted for funding for each of the two additional primary areas of research.
- Research commenced in first primary area of research and is progressing.
- Plans developed for unique research dissemination tools to impact policy and practice.
- At least 4 manuscripts related to primary areas of research and overall RNAO NP research chair developed and submitted for publication.
- Three presentations at peer reviewed research conferences.
- Research Leads for the three remaining primary areas of research are hired, and/or onboarded.
- Adjunct/cross appointments with partner universities formalized for the remaining three Research Leads.
- Research placements for up to ten graduate students in various semester over the year
- Strong liaisons developed with NPs, and CNSs provincially, and nationally and internationally
- RNAO Research Chair is beginning to be recognized as an effective approach to advancing research development, knowledge mobilization, and program evaluation as related to NPs and CNSs.
- Impacts of strong linkages with RNAO's research work and structures evident in all aspects of NP Research Chair processes from proposal development to dissemination and evaluation

SKILL, KNOWLEDGE AND EXPERIENCE:

- * Licensed Nurse Practitioner with current practice expertise
- * Eligible for registration with the College of Nurses of Ontario
- * PhD in nursing or a research related field
- * Demonstrated experience as a funded researcher in a principal investigator role
- * Holds a joint appointment with a recognized University in Canada or elsewhere
- * Experience leading or contributing significantly to a program of research
- * Expertise in one or more of the above-noted research priority areas of focus
- * Ability to lead, mentor, teach and work effectively with nursing and interprofessional teams, including students
- * Experience managing a multifaceted role leading a program of research, conducting independent research and engaging in the necessary clinical practice to augment research and

teaching roles and maintain NP licensure

- * Ability to work across systems, roles and organizations to effectively maintain relationships, acquire research funding, and achieve goals
- * Capable of high flexibility and adaptability in responding to new research opportunities as they arise
- * Excellent communication and interpersonal skills to work effectively with staff colleagues, research teams and external stakeholders to synthesize and present information, to prepare manuscripts, foster innovation and collectively shape the NP Research program.

EFFORT:

- * Concentration is required to read, screen, and appraise a large volume of information, prepare reports, and to consult as appropriate.
- * Sight, touch and hearing are used to read, proofread, write, and analyze information and to answer enquiries.
- * Requires re-prioritizing of workload and excellent organizational skills.

WORKING CONDITIONS:

- * Works in a climate-controlled office with some exposure to distractions and interruptions.
- * Typical conditions are such that no risk or injury is present.