

Position: NCAS Assessor – Multiple Positions Available
Term: Contractor (2-3 days per month)
Compensation: \$42.00 per hour
Start Date: April 2022

Note: The majority of NCAS assessments take place on Saturdays, with the occasional Sunday.

THE OPPORTUNITY

The Nursing Community Assessment Service (or “NCAS”), through its Assessment Centre at Langara College in Vancouver, administers the NCAS Assessment for four healthcare professions. The NCAS Assessment is a comprehensive, multifaceted competency assessment that evaluates strengths and gaps in entry-level competencies, helps determine readiness to practice, and provides direction for remediation.

The NCAS Assessor plays a key role in the administration of the NCAS Assessment by observing and “scoring” candidates in the Simulation Lab Assessment. Scoring is completed using standardized checklists, which credit the candidates for appropriate actions completed. The Assessor will have minimal direct interaction with each candidate, providing scripted cues and responses only as needed.

NCAS is an essential service, with strict COVID-19 Health and Safety protocols in place. We are continuing to operate throughout the pandemic, delivering competency assessments in a simulation centre. Our work actively supports the healthcare labour force but does not involve clinical patients.

WHO WE ARE

The Nursing Community Assessment Service is a department within the BC College of Nurses and Midwives. BCCNM is the largest nursing regulatory organization in western Canada and is empowered under the Health Professions Act to regulate the practice of all licensed practical nurses, registered nurses, registered psychiatric nurses, nurse practitioners and midwives in BC.

BCCNM launched NCAS in January 2017 as a service for assessing the competencies of nurses and health care aides seeking licensure in BC. Our high-stakes assessment is designed to provide a consistent, rigorous and defensible approach to determining the extent to which potential registrants possess the competencies required to enter practice safely.

BCCNM is committed to treating all applicants and employees with dignity and respect in a workplace free from all forms of discriminatory treatment, behaviour or practice. We strongly encourage submissions from all qualified individuals, including folks who have been systemically excluded from the health sector, not limited to but including Black, Indigenous and racialized people, people living with disabilities, and two-spirit, queer, trans and non-binary persons.

DUTIES/ACCOUNTABILITIES

- Participate in initial training (including self-study, one-on-one, and/or group training sessions) as needed
- Participate in assessment administration by observing (watching and listening) and “scoring” candidates in the simulation lab during live assessments
- Participate in assessment scoring in a back-up capacity by observing (watching and listening) and “scoring” candidate performances that have been recorded
- Participate in scenario dry runs as needed
- Learn and adhere to NCAS’s policies surrounding Assessor Currency and Consistency
- Maintain a minimum availability of 2-3 weekend days per month as needed
- Foster and maintain an organizational culture that promotes mutual respect, teamwork and service excellence

QUALIFICATIONS, SKILLS AND KNOWLEDGE

The NCAS Assessor for HCA, LPN and/or RN must possess:

- Active licensure/registration with BCCNM as a Registered Nurse.
- At least two years’ practice experience in that profession.
- Experience teaching/precepting and/or providing direct clinical supervision is an asset.
- Knowledge of professional standards and guidelines.
- Simulation experience will be an asset.

In addition, the NCAS Assessor must be able to demonstrate:

- Strong attention to detail and organizational skills.
- Strong interpersonal, verbal and written communication skill with the ability to interact and communicate effectively, and maintain good relations, with colleagues, registrants and other key stakeholders.
- Proven ability to think critically and act appropriately while ensuring that policies, procedures and standards are maintained.
- An ease with data entry on laptops and tablets.
- Ability to work independently and effectively as a member of a team.

HOW TO APPLY:

Please forward your resume and cover letter, indicating your nursing designation, and where you learned of this opportunity, to operations@ncasbc.ca. Positions will be filled on a rolling basis, so please apply immediately.

To learn more about our organization, please visit www.ncasbc.ca. Thank you for your interest in the BC College of Nurses and Midwives, and the Nursing Community Assessment Service.

While we appreciate all applications, only short-listed candidates will be contacted.