



Interior Health

CAREER

VIEWBOOK

[JOBS.INTERIORHEALTH.CA](https://jobs.interiorhealth.ca)



We recognize and acknowledge that we are collectively gathered on the traditional, ancestral, and unceded territories of the seven Interior Region First Nations, where we live, learn, collaborate and work together. This region is also home to 15 Chartered Métis Communities. It is with humility that we continue to strengthen our relationships with First Nation, Métis, and Inuit peoples across the Interior.

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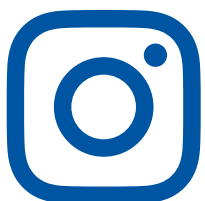
WHO WE ARE

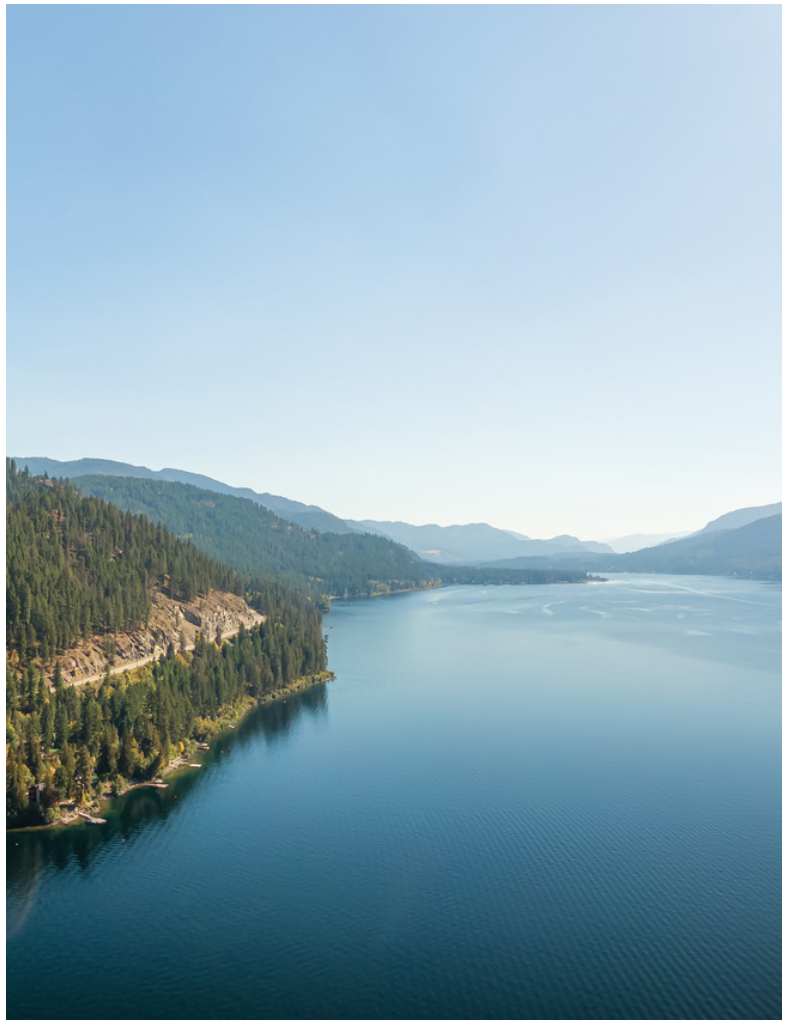
Interior Health is one of five regional publicly funded health authorities in British Columbia. With more than 23,000 employees and nearly 1,900 physicians on our team, we are developing the future of health care through innovation and professional development. Whether you desire to be near the Rocky Mountains, in the Kootenay Boundary, enjoying the Okanagan Valley vineyards, or experiencing the scenic Thompson Cariboo Shuswap region, we have a place for you!

Caring is at the heart of who we are, inspiring hope and trust as we provide the highest standard of health care for the people who live here. For over 20 years, we have been supporting the health and wellbeing of over 801,000 people in the Interior of British Columbia, working towards a healthier tomorrow.

In collaboration with the provincial government, health care agencies, and community leaders, we deliver solutions that make a positive difference in the lives of everyone across our regions, spanning 215,000 square kilometers of traditional territories belonging to the seven Interior First Nations and 15 Métis Chartered communities. From birth to end of life, mental health to surgery, Aboriginal health to pandemic response, we understand the many situations each of us face on our journey together. We will work tirelessly to ensure everyone receives the attention and care they need and we will continue exploring innovative ways to deliver health care.

FIND US ON SOCIAL MEDIA





THE FOUR REGIONS OF INTERIOR HEALTH

OKANAGAN

POPULATION SERVICED ~ 313,000

Located on the traditional, ancestral, and unceded territory of the Nlaka'pamux and Syilx / Okanagan people.

Tourists flock to the Okanagan year-round and it's no surprise why. This region is known for its warm, dry climate and lakeshore communities, offering an adventurous outdoor lifestyle that turns visitors into future residents. This stunning region is brimming with world-class vineyards, orchards, and fruit-stands around every corner. The area enjoys moderate winter climate with champagne powder in the mountains and prestigious ski resorts, such as Big White, Silver Star and Apex, within a short driving distance. The unparalleled climate and diverse scenic landscapes combine to offer a relaxing and fulfilling lifestyle cherished by residents and tourists alike.

THOMPSON CARIBOO SHUSWAP

POPULATION SERVICED ~ 220,000

Located on the traditional, ancestral, and unceded territory of the Dăkelh Dené, Nlaka'pamux, Northern St'át'imc, Secwépemc, and Tšilhqot'in people.

A region of spectacular beauty, agricultural abundance, and historic richness. The Thompson Cariboo Shuswap offers all the amenities of an urban centre without the hurried pace. This region is well-known far and wide for its thousands of lakes, rolling desert hills, alpine valleys, imposing mountains, wetlands, estuaries, ranchlands, and protected rivers. There are an abundance of year-round sports and recreational activities including ice fishing, skiing, snowmobiling, mountain biking, hiking, golfing, and all forms of water sports. Take a break from the action and slow down on a horseback ride or spend the day on Shuswap Lake, home to the largest houseboat community in the country.

THE FOUR REGIONS OF INTERIOR HEALTH

EAST KOOTENAY

POPULATION SERVICED ~ 100,000

Located on the traditional, ancestral, and unceded territory of the Ktunaxa and Secwépemc people.

The East Kootenay region is situated along the Rocky Mountains providing lush green forests, clear glacier-fed lakes, and spectacular alpine meadows. In the warmer months, this region features exceptional hiking trails, cycling, mountain biking, lakes, world-class golf courses, and more. Once the temperatures drop and the snow begins to fall, you can venture to one of the many towering alpine ski resorts, navigate the vast cross-country skiing networks, blaze your own trail on a snowmobile or a pair of snowshoes, or carve up the frozen lakes on a set of skates. The possibilities to seek outdoor adventure are truly endless in the East Kootenays. Come for one visit and you'll be here to stay.

KOOTENAY BOUNDARY

POPULATION SERVICED ~ 80,000

Located on the traditional, ancestral, and unceded territory of the Ktunaxa, Secwépemc, and the Syilx / Okanagan people.

The Kootenay Boundary is rich in history. It's a landscape of natural wonders. It's a land of fertile fields, majestic vistas, pristine lakes, natural hot springs, glacier-fed rivers, and undulating mountains. Pass the hours soaking up the sun on the shoreline or cruising the endless mountain bike trails. As the snow blankets the region, the fun certainly does not come to a halt. Exploration can still be had on a fat bike, a set of cross-country skis, or a pair of snowshoes. Three alpine ski resorts call this region home but if the slopes aren't for you, spend the day trying to reel in the big one while ice fishing on of the many frozen lakes. Friendly people, outdoor recreation, comforting food, and festive events. Unlimited adventure awaits in the Kootenay Boundary, it's time to take the first step.

MEET OUR CEO

SUSAN BROWN

ABOUT SUSAN BROWN

Susan Brown is an experienced health care leader, passionate about improving care for patients and communities across B.C.'s Interior. President & Chief Executive Officer since 2018, Susan is responsible for the overall strategic direction and operations of the health authority, including working with IH's many stakeholders and partners. She joined Interior Health in 2011 as Vice President of Clinical Operations and has held progressively complex portfolios since that time, including her most recent role as Chief Operating Officer.

Susan serves on the Board of Directors for the Health Employers Association of British Columbia, and holds the role of Adjunct Professor at the University of Alberta and Associate Professor at the University of British Columbia, Okanagan.

Susan has a Bachelor of Science degree in Nursing and a Master's degree in Leadership. More recently, Susan undertook a Fellowship in Health System Improvement through the faculty of Public Health at the University of Alberta. She is also a Certified Health Executive with the Canadian College of Health Leaders.

“

It's the entire team at Interior Health that makes this such a great place to work. We work together as a team and strive to provide the safest, highest quality care possible. Every employee is part of this, from the professionals on the front line, to the extensive network behind the scenes. Continuous improvements and innovation in the way we deliver care is a priority and gives merit to the trust our patients, clients, the people we serve, and their families place in us. If you see me in your place of work, please stop me and introduce yourself. We're excited to have you join our team!

”





A WINNING CULTURE



B.C. TOP 100 EMPLOYER

Interior Health has been consistently recognized as a B.C. Top Employer. Our journey is ever evolving as each year brings the opportunity for improvement. Interior Health's dedicated and outstanding employees are the reason we are repeatedly honoured as a Top Employer.

To be selected as a Top Employer, Interior Health was assessed on several factors including physical workplace, work atmosphere, financial benefits, health and family friendly benefits, vacation and personal benefits, employee engagement, training and development, and community engagement.

We help employees prepare for life after work with retirement planning assistance and generous contributions to a defined benefit pension plan. Exceptional employee performances are recognized through internal awards in a variety of categories, including long service, BC Health Care Hero Awards, and quality improvement awards for those who contribute to improving the quality of care provided to patients and families.

2013 | 2014 | 2015 | 2016 | 2017 | 2020 | 2021 | 2022 | 2023

CANADA'S TOP EMPLOYERS FOR YOUNG PEOPLE

2023 marks the first year that Interior Health has had the honour of being named one of Canada's Top Employers for Young People, but we don't see it as being the last. This special designation recognizes employers that offer the nation's best workplaces and programs for young people beginning their careers. At Interior Health, we are passionate about providing opportunities and pathways for our future generations to not only enter the workforce, but to be put in a position to develop their skillset to a great extent and thrive in their roles.



COMPETITIVE BENEFITS



Depending on the Collective Agreement and Employee status, the following benefits are employer paid in most cases. Further details and coverage amounts will be provided upon confirmation of employment.



**WELLNESS
PROGRAMS**



**EMPLOYEE + FAMILY
ASSISTANCE PROGRAM**



**PENSION PLAN
+ RETIREMENT**



**EMPLOYER PAID
VACATION**



**MATERNITY + PATERNITY
+ ADOPTION LEAVE**



**RELOCATION
ASSISTANCE**



**EXTENDED
HEALTH**



**GROUP LIFE
INSURANCE**



**EDUCATION
OPPORTUNITIES**



**LONG-TERM
DISABILITY**



**ACCIDENTAL DEATH
+ DISMEMBERMENT**



**DENTAL
COVERAGE**



DIVERSITY AND INCLUSION



Diversity & Inclusion

Bring your whole self to work

At Interior Health, we value Diversity & Inclusion. Our goal is to cultivate a workforce rich in culture, experience, and knowledge to ensure equitable health outcomes for all of the clients we serve. We are welcoming of all populations, including Aboriginal partners, throughout the Interior Health Region.

We are committed to increasing Aboriginal representative workforce to build an engaged, culturally diverse organization focused on the goal of providing high quality, sustainable healthcare through an engaged workforce and healthy workplaces. We build inclusive, trusting and respectful relationships through our partnerships.



SAFELY WORKING TOGETHER



WELLNESS IN MIND

Our goal is that we all feel empowered to take responsibility for safety, are mindful of our physical and mental health, are engaged, and are psychologically resilient to the pressures of everyday work and life. At Interior Health we focus on safety and employee wellness in the workplace to ensure everyone feels safe and supported at work.

EMPLOYEE AND FAMILY ASSISTANCE PROGRAM

Interior Health offers Employee and Family Assistance Program (EFAP) to all eligible employees and their families, which includes counseling, online resources, and more. In addition, Interior Health offers wellness resources for Aboriginal employees that focus on the mental, emotional, and spiritual wellness of employees.

EMPLOYEE HEALTH AND WELLNESS PROGRAMS

Employee Health and Wellness programs are a proactive approach to helping injured or ill employees recover and return to safe and productive work activities as soon as medically possible. Early intervention supports return to work opportunities and helps to maintain your income and benefits, retain your job skills and self-esteem, promotes family stability and social ties. As well, these supports encourage a positive and supportive connection with Interior Health and your manager. Because of all this, effective disability management has been shown to greatly benefit the recovery of an injured or ill employee.



ABORIGINAL CAREERS



PROPER REPRESENTATION

We understand the value of building an Aboriginal representative workforce as an important step in meeting the healthcare needs of Aboriginal Peoples. We invite all applicants who identify as having Aboriginal ancestry (First Nations, Métis, Inuit) to include this information in resumes and cover letters.

Did you know that by self-disclosing, you have the opportunity to work with one of Interior Health's Aboriginal Career Specialists?

They can be reached at AboriginalEmployment@InteriorHealth.ca.

A PROMISING FUTURE

Interior Health is dedicated to working with Aboriginal populations (First Nations, Métis, and Inuit) within its boundaries and is focused on improving the health of Aboriginal people we care for.

As we look to the future, Interior Health remains committed to improving culturally safe experiences both in our health care facilities and the community. Interior Health remains committed to the work of increasing our Aboriginal workforce, and ensuring that we hire and retain Aboriginal people at all levels of the organization, from front line to leadership.

"I think it's important to acknowledge the skill sets that the Aboriginal people have and that they can really benefit the team at Interior Health, and that's from volunteer to CEO. Aboriginal cultures have a holistic way of looking at things. They look at health as the health of community, the health of future generations, and the health of individuals."

Tanya Davoren, Director of Health, Métis Nation BC



ABORIGINAL PATIENT NAVIGATOR



ABOUT THE PROFESSION

A part of the Interdisciplinary Care Team at Interior Health, Aboriginal Patient Navigators act as a resource for both Aboriginal clients and healthcare providers to ensure the provision of care is culturally safe and client-centered.

Aboriginal Patient Navigators are a resource aimed to assist and connect Aboriginal patients and families with the right services to meet their health care needs. APNs are a resource to health care providers as well, helping them make health care services culturally safe and to assist patients and families in connecting with Aboriginal services.

Interior Health APNs work in an acute care setting with duties and responsibilities that include providing consultative and navigational services, cultural interpretation and/or health literacy translation services, and coordinating client/family spiritual care within the healthcare system.

REQUIREMENTS OF THE ROLE

Two years of related experience working in a health care environment.

Demonstrated knowledge, experience, and understanding of Aboriginal peoples and their cultures.

Degree or diploma in social work, health care, or a relevant field (RN, LPN, etc.).

Knowledge of federal, provincial, territorial, regional, and Aboriginal organizations mandated to provide health services.

Proficiency in one or more Indigenous languages is an asset.

An equivalent combination of education, training, and experience may be considered.



LICENSED PRACTICAL NURSE



ABOUT THE PROFESSION

Licensed Practical Nurses (LPN) work in collaboration with the multidisciplinary team performing assessments and planning, implementing, and providing personal and nursing care to patients.

You will also administer oral, subcutaneous, and intramuscular medications in accordance with pharmaceutical and organizational policies and procedures. The scope or extent of the skills that the LPN performs varies according to the predictability of the outcome for a given client population. The LPN operates in accordance with the competency guidelines and full scope of practice within the Standards of Practice as outlined by the [British Columbia College of Nurses and Midwives \(BCCNM\)](#), and according to organizational policies, procedures, standards, and unit specific protocols.

LPNs work primarily in hospitals and long-term care facilities or on a home support or home health team. The work is dynamic and in a fast-paced environment.

REQUIREMENTS OF THE ROLE

Grade 12 diploma with appropriate English, math and science courses for admission to nursing diploma programs.

Graduation from a [BCCNM](#) recognized practical nursing education program.

Current practicing licensure with the [British Columbia College of Nurses and Midwives \(BCCNM\)](#).

Current CPR Certification Required

Current Valid BC Driver's License (Required only for community / home health positions).



LPN

LONG-TERM CARE



ABOUT THE PROFESSION

Licensed Practical Nurses in a Long-Term Care setting provide independent nursing care to residents requiring medical and nursing treatment using a problem solving approach. The LPN will assess, plan, implement, document, and evaluate care to ensure a coordinated holistic approach that best meets the needs of the resident.

The LPN operates in accordance with the competency guidelines and full scope of practice within the Standards of Practice as outlined by the [British Columbia College of Nurses and Midwives \(BCCNM\)](#), and according to organizational policies, procedures, standards and unit specific protocols.

In Long-Term Care, our patient-centered philosophy is designed to support individual's choices, help people function at their highest level, and provide the best quality of life possible.

REQUIREMENTS OF THE ROLE

Grade 12 diploma with appropriate English, math and science courses for admission to nursing diploma programs.

Graduation from a [BCCNM](#) recognized practical nursing education program.

Current practicing licensure with the [British Columbia College of Nurses and Midwives \(BCCNM\)](#).

Current CPR Certification Required



REGISTERED NURSE



ABOUT THE PROFESSION

Registered Nurses (RN) practice in a variety of clinical settings and are responsible for the assessment, planning, implementation, and evaluation of client care.

Working in collaboration with the interdisciplinary team, the Registered Nurse ensures the delivery of client-centered care by assisting individual clients and their families respond to changing health care needs. The Registered Nurse demonstrates a specialized body of knowledge and bases practice on nursing science and related content from other sciences and humanities.

Primarily in a hospital setting in a fast-paced environment. The role is dynamic in that daily tasks may vary depending on the number of patients and the varying needs of the clients that arrive to the hospital.

REQUIREMENTS OF THE ROLE

Grade 12 diploma with appropriate English, math and science courses for admission to nursing diploma programs.

Graduation from a BCCNM recognized practical nursing education program.

Current practicing licensure with the British Columbia College of Nurses and Midwives (BCCNM).

Current CPR Certification Required.

Current Valid BC Driver's License.



EMPLOYED STUDENT NURSES



ABOUT THE PROGRAM

Interior Health supports Bachelor of Science in Nursing students (Registered Nurses / Registered Psychiatric Nurses) with an employment opportunity within its [Employed Student Nurse \(ESN\) Program](#). The ESN Program provides nursing students with a unique placement that fosters professional development and the consolidation of skills and abilities. It's designed to employ nursing students who have successfully completed their second or third year in a recognized nursing education program.

Employed Student Nurse positions are available in various health sectors (Acute, Long-Term Care, Rural, etc.) across Interior Health. ESNs provide direct nursing care in accordance to Interior Health's policies and procedures, and [British Columbia College of Nurses and Midwives \(BCCNM\)](#) requirements.

STEPS TO APPLY

Applications will be ongoing. One ESN job posting will be posted for each geographic region.

1. [Create a profile or log in to your profile](#).
2. Upload your completed application requirements to your profile.
3. Apply to only one of the Employed Student Nurse postings.

Note: Do not apply to more than one posting.

Preferences for a position in another region can be noted on the [ESN Prescreen Form](#).

REQUIREMENTS

Resume, Cover Letter, Current CPR Certification, [ESN Prescreen Form](#).



EMERGENCY REGISTERED NURSE



ABOUT THE PROFESSION

Emergency nursing includes the provision of care that ranges across all demographics and physiologic processes: from birth to death; health promotion to end of life care; behavioral health to infectious illness; chronic disease to sudden health collapse; intermittent crises to progressive decline in health. This field of nursing allows you to help people in their most critical hour and leaves you knowing that you made a difference in people's lives. Challenge yourself both professionally and personally as you treat life threatening situations, prioritize the urgency of care, work in rapidly changing situations, and effectively carry out required treatments.

At Interior Health our tertiary facilities offer spacious emergency departments that have been developed with consideration for privacy, confidentiality, infection control measures, and features state-of-the-art technology in equipment, communication devices, and other care delivery processes.

Check out our [Emergency Nursing Careers with Interior Health video](#).

REQUIREMENTS OF THE ROLE

Grade 12 diploma with appropriate biology, computer science, chemistry, and math.

Graduation from an approved School of Nursing with current practicing registration with the [British Columbia College of Nurses and Midwives \(BCCNM\)](#), coupled with advanced preparation in an Emergency Clinical Specialty, or an equivalent combination of education, training and experience.

Current CPR Certification Required.

ACLS, TNCC, ENPC, and/or CTAS training along with experience and knowledge in physiological monitoring is an asset.



REGISTERED PSYCHIATRIC NURSE



ABOUT THE PROFESSION

Registered Psychiatric Nurses (RPNs) practice in a variety of clinical settings and are responsible for the assessment, planning, implementation and evaluation of patient care. Working in collaboration with an interdisciplinary team of health care professionals, the RPN ensures the delivery of patient-centered care by assisting individual patients and their families respond to changing health care needs.

Registered psychiatric nurses are trained as critical thinkers, problem solvers, and decision makers to provide safe and competent care to patients. They are strong advocates for their patients, in a shared partnership to ensure they get the best care to improve their health. Specialty areas for RPN's include child mental health, adult mental health, learning disabilities, emotional disturbances, substance abuse, and geriatrics.

Registered psychiatric nurses may work in hospitals, long-term care homes, extended care facilities, rehabilitation centres, clinics, community agencies, companies and private homes, or they may be self-employed.

REQUIREMENTS OF THE ROLE

Grade 12 diploma with appropriate English, math and science courses for admission to nursing programs.

Graduation from an approved School of Nursing with current practicing registration with the British Columbia College of Nursing Professionals (BCCNM).

Completion of a bachelor's degree in nursing.

Passing the Canadian Registered Psychiatric Nurses of Canada Exam prior to being licensed.

Additional academic training or experience to specialize in a specific area of nursing.



PERIOPERATIVE REGISTERED NURSE



ABOUT THE PROFESSION

Operating Room (OR) Nurses demonstrate a specialized body of knowledge resulting from Perioperative advance specialty education certification, nursing science and related content from other sciences and humanities. Operating Room Nurses demonstrate the ability to provide safe and appropriate evidence-informed patient care in the circulating and scrub roles, to safely and competently recognize and respond to urgent and emergent situations in the perioperative nursing practice environment, and to manage resources in the perioperative nursing practice environment.

Working in collaboration with the interdisciplinary and medical team, the OR Nurse ensures the delivery of client-centered care by assisting individual clients and their families respond to changing health care needs. There are many surgical sub-specialties for learning, including neurosurgery, cardiac surgery, trauma, pediatrics, oncology, general surgery, urology, ophthalmology, ear/nose/throat, dental, orthopedics, plastic and reconstructive, and transplant surgery. Scheduling typically involved Days and Evenings rotations with on-call attached to Evening shifts. Extended shifts is probably due to lengthy surgeries.

REQUIREMENTS OF THE ROLE

Graduation from an approved School of Nursing.

Graduation from an approved School of Nursing with current practicing registration with the British Columbia College of Nursing Professionals (BCCNM).

Advanced preparation in the clinical specialty of the Perioperative Nursing.

One year recent related clinical experience in the assigned practice environment (Operating Room).



CRITICAL CARE REGISTERED NURSE



ABOUT THE PROFESSION

Critical Care nurses, or Intensive Care Unit (ICU) nurses, work with some of the most acute patients in the hospital. These specialty trained nurses work closely 1:1 and 2:1 with patients in the ICU to provide comprehensive care for conditions that are often life-threatening.

Critical care nurses provide specialized care to patients experiencing a life threatening or potentially life threatening illness. This care is complex, intensive and continuous. Nursing attributes required to practice critical care nursing include advanced theoretical knowledge, critical thinking, advanced problem solving, responsible leadership, advocacy, judgment and sound communication skills.

Intensive care units include state-of-the-art rooms equipped with negative-pressure isolation rooms. ICU nurses work collaboratively with other health care disciplines to ensure quality care and patient safety is top priority.

Check out our [video on Critical Care Nursing Careers with Interior Health](#).

REQUIREMENTS OF THE ROLE

Grade 12 diploma with appropriate biology, computer science, chemistry and math.

Graduation from an approved School of Nursing with current practicing registration with the [British Columbia College of Nursing Professionals \(BCCNM\)](#).

Advanced preparation in a critical care clinical specialty or an equivalent combination of education and experience.

Basic Cardiac Life Support (BCLS) within three years.

Advanced Cardiovascular Life Support training is an asset.



NURSE PRACTITIONER



ABOUT THE PROFESSION

Nurse practitioners (NPs) provide a range of health services to patients and deliver preventive and continuous care toward managing patients' health. NPs have advanced practice nursing skills as leaders, program developers, educators and researchers who can be consulted by other health care team members.

Nurse Practitioners primarily work in health-care facilities, such as hospitals, clinics, long-term care facilities, and doctor's offices as independent practitioners or team members. NPs are registered nurses who have completed Master's level clinical education, which enables them to blend nursing and medical knowledge to autonomously diagnose and treat medical conditions, order and interpret tests, prescribe medications, refer to specialists, and act as a most responsible provider for patient care.

REQUIREMENTS OF THE ROLE

Completion of a bachelor's degree in nursing to practice as a registered nurse.

Passing the Canadian Registered Nurse Exam prior to being licensed.

Additional academic training or experience to specialize in a specific area of nursing.

Master's or doctoral degree in nursing for clinical nurse specialists, clinical nurses, nurse practitioners, nursing educators, nursing consultants, and nursing researchers.

Current registration and exam qualified as a Nurse Practitioner with the [BC College of Nurses and Midwives \(BCCNM\)](#).

Successful completion of [Objective Structured Clinical Examination \(OSCE\)](#).

SIEMENS
Healthineers

MAGNETOM

A BioMatrix S



MRI TECHNOLOGIST



ABOUT THE PROFESSION

Magnetic Resonance Imaging (MRI) Technologists operate radiographic and radiation therapy equipment to give radiation treatment and produce images of body structures for the diagnosis and treatment of injury and disease.

MRI Technologists perform magnetic resonance imaging procedures. This position is responsible for assisting the Radiologists during procedures, inputting patient specific data into the Radiology Information System (RIS) also known as Picture Archive Communication System (PACS) and providing direction regarding procedures to student technologists and staff trainees.

MRI Technologists work in hospitals, cancer treatment centres, clinics, radiological laboratories, research and education facilities, and in equipment sales and service training. They work with diagnostic machines and electronic imaging/digital archive systems, but also spend about half of their time working with patients.

REQUIREMENTS OF THE ROLE

Graduate of an accredited Magnetic Resonance Imaging program.

Current certification with the Canadian Association of Medical Radiation Technologists (CAMRT).

Completion of a two-to three-year college, hospital or other approved program in diagnostic radiography is required for certification.

Training and experience in another modality (CT, X-ray, Ultrasound, Nuclear Medicine) would be an asset.

Registration with the British Columbia Association of Radiation Technologists (BCAMRT).



MEDICAL LAB TECHNOLOGIST



ABOUT THE PROFESSION

Medical Laboratory Technologists (MLTs) conduct medical laboratory tests, experiments and analyses to assist in the diagnosis, treatment and prevention of disease. MLTs perform a variety of duties such as routine and/or complex tests, utilizing manual procedures and automated instruments, greeting patients, collecting and/or receiving specimens, entering data into the Laboratory Information System (LIS), validating/reporting test results, maintaining instruments and preparing solutions and control agents.

Medical Laboratory Technologists work in a team based environment and perform a variety of duties within the laboratory such as routine and/or complex tests utilizing manual procedures and automated instruments, greeting patients, collecting and/or receiving specimens, entering data into the Laboratory Information System (LIS), validating/reporting test results, maintaining instruments, and preparing solutions and control agents.

Interior Health Medical Laboratory Technologists work across our hospital facilities.

REQUIREMENTS OF THE ROLE

Grade 12 diploma with appropriate biology, computer science, chemistry and math.

Post-secondary education in medical laboratory science.

Graduation from an approved Medical Laboratory Science Program.

Current certification with the Canadian Society for Medical Laboratory Science (CSMLS) and eligible for membership with the BC Society of Laboratory Sciences (BCSLS) and/or CSMLS.



MEDICAL LAB ASSISTANT



ABOUT THE PROFESSION

Medical Lab Assistants (MLAs) perform a variety of duties.

- Taking blood and specimen samples from patients.
- Preparing blood and other specimens for analysis.
- Performing routine lab tests.
- Distributing specimens to laboratory departments and outside laboratories.
- Operating related equipment.
- Entering data into the Laboratory Information System (LIS).
- Performing related clerical duties.
- Performing ECG testing as required.

In this profession, it is crucial to be detail-oriented and analytical. Medical Lab Assistants work with a variety of patients of all ages and walks of life; effective communication skills and patience are strong traits to possess to be successful in this role.

REQUIREMENTS OF THE ROLE

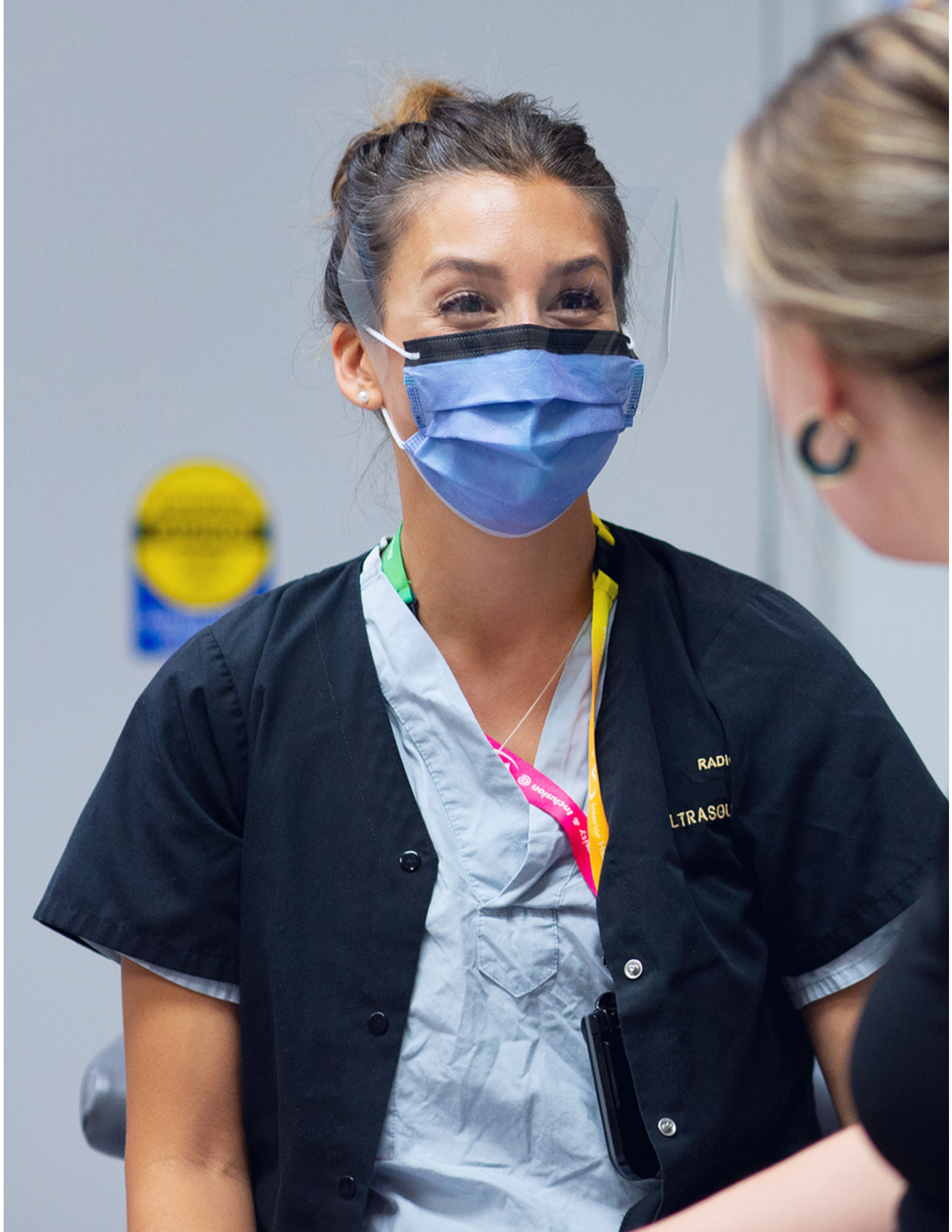
Grade 12 education.

Successful completion of a recognized Laboratory Assistant training program.

One year's recent, related experience or an equivalent combination of education, training and experience.

Valid BC Driver's License as required.

Ability to type 25 WPM.



RADI
LTRASQU

Hospital de la Universidad de Chile
Radiología y Ultrasonido

MEDICAL SONOGRAPHER



ABOUT THE PROFESSION

Sonographers are medical professionals who perform ultrasound examinations in hospital and clinic settings. They draw on their knowledge of physics and instrumentation, along with patient clinical history and sonographic findings to seek out and quantify disease. These findings are reported to a physician and form an essential part in the care and management of each patient.

Medical Sonographer main duties include: conducting examinations utilizing ultrasound and doppler techniques, preparing patients for specific procedures, data entry into the diagnostic imaging information system, and receiving and completing requisitions. Medical sonographers may specialize in abdominal, cardiac, cerebral, obstetrical and gynaecological, ophthalmic, intraluminal, or peripheral vascular sonography.

Sonographers work in various health care settings including: hospitals, medical imaging clinics/offices, and within Physician (Obstetrician and Gynecologist) offices.

REQUIREMENTS OF THE ROLE

Graduate of a recognized/accredited North American Program in Diagnostic Medical Sonography (Ultrasonography).

Current certification with [Sonography Canada](#) as required for the assigned practice area (i.e. Generalist) and/or current certification with the [American Registry of Diagnostic Medical Sonographers](#) as required for the assigned practice area (such as, Abdomen/Small Parts, Obstetrics/Gynecology).

Eligible for membership with [Sonography Canada](#) and/or [ARDMS](#).



MDR TECHNOLOGIST



ABOUT THE PROFESSION

Medical Device Reprocessing (MDR) Technologists perform a series of detailed technical duties related to the decontamination, sterilization, assembly, function testing, and distribution of medical and/or surgical supplies and instruments for various areas of the hospital.

MDR Technologists are here to ensure that patients receive their procedure free from worry of infection post procedure. We rely on each MDRT to be here and work in their daily assigned area and complete tasks with a sense of urgency and attention to detail.

MDR Technologists may service the entire hospital, as well as offsite facilities.

MDR Technologists Process

- Trauma
- Gynecology
- ENT
- General
- Neurology
- Spine
- Urology
- Endo
- And More

REQUIREMENTS OF THE ROLE

Completion of Grade 12.

Successful completion of Sterile Processing Course.

One year's recent related experience would be an asset.



SUPPORT SERVICES SUPERVISOR



ABOUT THE PROFESSION

Support Services Supervisors are vital team members within the health care system and play an important role in the health and wellbeing of our patients, visitors, and staff. Interior Health provides opportunities to gain permanent and temporary work, cross-training into other areas of support services and beyond, and providing employer paid health and wellness benefits including pension plan and group life benefits.

Typical Duties and Responsibilities of a Food Services Supervisor

- Supervise designated staff by scheduling and coordinating work assignments, determining related training requirements, and providing feedback to employees.
- In consultation with the Clinical Dietician, plan menus and develop recipes according to nutritional and therapeutic diet needs of the patients/residents.
- Estimates food requirements and orders and receives supplies.
- Visit patients/residents and/or family members to exchange diet-related information.
- Monitors expenditures for assigned areas; makes recommendations regarding budget allocations and resolves discrepancies for the assigned areas.
- Coordinates meal preparation, pricing and other related duties for community based services such as Meals on Wheels.
- Assists in coordinating and maintaining facility in-house services by coordinating cafeteria services including pricing, staffing allotment, and coordinating closure of cafeteria and securing money upon closure.

REQUIREMENTS OF THE ROLE

Graduation from a recognized two-year program in Food Service Supervision.

One year's recent, related experience or an equivalent combination of education, training and experience.

Food Safe Level 1 Certificate.



SUPPORT SERVICES COOK



ABOUT THE PROFESSION

Support Service workers are essential to providing quality care to patients, and have room to grow, learn, and make a positive impact in the lives of people. Support workers are integral to the recovery, wellbeing, and overall experience of patients. Cooks with Interior Health are responsible for the dietary needs during a patient's stay.

As a team player you will perform a variety of duties within a Food Service Department.

- Prepare assigned food items by following established menus, recipes, and quantity quotas.
- Plan preparation and cooking schedules.
- Cook and season assigned food and therapeutic diet items such as, soups, sauces, salads, starches, meats and other protein menu items, vegetables, and desserts.
- Control portioning of food items to ensure recipe yield meets assigned quantity quotas.
- Maintain established food rotations in storage in order to minimize spoilage and waste.
- Clean cooking area and equipment.
- Assign tasks to designated food service workers and provide related training and orientation.
- Check returned diet trays for items not consumed and makes substitutions according to therapeutic diet.
- Portion out and serve food and beverages within dining areas.

REQUIREMENTS OF THE ROLE

Graduation from a recognized 12-month program in quantity cooking, or an equivalent combination of education, training, and experience.

Food Safe Level 1 Certificate.

Experience with commercial kitchen equipment, food ordering, and receiving food shipments, as well as the ability to forecast quantities of food to prepare is an asset.



AUTHORIZED
PERSONNEL

SUPPORT SERVICES CLEANER



ABOUT THE PROFESSION

Support Service workers are essential to providing quality care to patients, and have room to grow, learn, and make a positive impact in the lives of people. Support workers are integral to the recovery, wellbeing, and overall experience of patients. This position performs housekeeping duties throughout the facility and maintains clean and sanitary conditions in areas such as patient, resident, and client rooms along with washrooms, corridors, hallways, lounges, offices, and common areas used by staff, visitors, and patients/residents.

As a team player you will perform a variety of duties within a Housekeeping Operation.

- Maintain clean and sanitary conditions in areas such as patient rooms, washrooms, corridors, hallways, and common areas.
- Clean areas including floors, stairways, walls, windows, and ceilings by sweeping, vacuuming, dust mopping, spot washing, and wet washing.
- Clean and disinfect washrooms.
- Strip and make beds.
- Pick up soiled laundry and linens.
- Clean nursing area and isolation rooms including washing of furniture.
- Clean upholstered furniture and carpets by vacuuming, shampooing, and brushing.
- Perform other related duties as assigned.

REQUIREMENTS OF THE ROLE

Grade 12 education or an equivalent of education, training, and experience.

Ability to communicate effectively both verbally and in writing.

Physical ability to carry out the duties of the position and operate related equipment.

Ability to organize work.



SOCIAL WORKER



ABOUT THE PROFESSION

Social workers are responsible for providing and developing social work services to maintain and improve the health and social well-being of identified populations. Interior Health offers opportunities in Bachelor's and Master's level social work positions in both acute and community care settings.

Social workers provide counselling, therapy and other supportive social services. They help individuals, couples, families, groups, organizations and communities develop the skills and resources they need to function well in society.

Social workers also refer clients to other social services. In addition, they respond to broader social issues such as unemployment, racism and poverty.

Social Workers spend most of their time in the office or in a facility, such as a hospital. They may also provide counselling, consulting and other services via the internet. Some social workers travel to meet with clients or to consult with service providers. Those involved with the legal system may spend time in court.

REQUIREMENTS OF THE ROLE

Bachelor's Degree or Master's Degree in Social Work from university accredited by the Canadian Association for Social Work Education.

Current full registration with the British Columbia College of Social Workers.

May also require a supervised practical experience.

May also require successful completion of written or oral provincial exams.

May also require additional training in child protection.



HEALTH CARE ASSISTANT



ABOUT THE PROFESSION

Health Care Assistants (HCAs) are frontline care providers that are an integral and valued part of a multi-disciplinary team. Due to the increased need for health care assistants at long-term care and assisted living services, the province of BC introduced the Health Care Access Program (HCAP), to help applicants transition from health care support workers to fully qualified health care assistants.

HCA daily tasks may include personal care and activities of daily living such as bathing, taking temperature, personal grooming, skin care, medication reminders, pulse and respiration, oral hygiene, and non-sterile dressing applications.

A Care Aide works in a team environment or acute facility and a Community Health Worker works independently, travelling to client's homes. While the educational requirements are the same, the work environments are very different. HCA's work in a variety of practice settings including home support, assisted living, long-term care, special care units, acute care, and other home and community settings. The demographic cared for are generally medically fragile, cognitively complex, and diverse in age.

REQUIREMENTS OF THE ROLE

Job and/or educational requirements may differ depending on eligibility with the Health Career Access Program (HCAP).

A current valid BC Drivers' License and use of a reliable vehicle may be required (Community Health Workers only).

Graduation from a recognized Nursing Assistant / Health Career Assistant Program (HCAP) or an equivalent combination of education, training and experience.

Registration with the BC Care Aide & Community Health Worker Registry.



HEALTH CAREER ACCESS PROGRAM



ABOUT THE PROGRAM

The Health Career Access Program (HCAP) is a paid work and training initiative for individuals seeking an entry point to employment in health care. New hires will start as a Health Care Support Worker (HCSW) providing non-direct care at a long-term care, assisted living, or home health site and receive paid training to become a Health Care Assistant (HCA) upon successful completion of the program.

The HCAP typically requires six (6) to twelve (12) months of full-time post-secondary education. Through HCAP, the province will pay for your post-secondary education while helping to place you in an entry-level job within the care sector. You are required to sign a 12-month Return of Service Agreement in exchange for this funding.

For more information on HCAP, email HealthCareerAccess@InteriorHealth.ca.

AN INNOVATIVE PROJECT

The Health Career Access Program (HCAP) was selected as a 2022 finalist for a Premier's Award in Innovation, which prompted the creation of a [Health Career Access Program video](#), featuring IH's Bonnie Elliott, lead, Health Career Access Program.

"The Health Career Access Program gives people the opportunity to enter into the program and work as a health care support worker in a non-direct patient care role, giving them exposure to what the job and the teams and the environment is like. The Health Career Access Program provides an opportunity to collaborate with various post-secondary institutions, First Nations communities, and candidates that are interested in entering into the program."

Bonnie Elliott
Lead, Health Career Access Program



PHARMACIST



ABOUT THE PROFESSION

Interior Health has opportunities for pharmacists in various settings including acute, long-term care, and community. IH Pharmacy Services includes 11 hospital pharmacies across the Southern Interior. Clinical pharmacists work directly with patients and the healthcare team in patient-care settings such as acute hospital wards, outpatient clinics, and long-term care homes to optimize patients medication therapy. Dispensary pharmacists review and verify medication orders for appropriateness and answer drug information questions for complex patients in acute and long-term care settings.

The Focus for our Pharmacists

- **Direct Patient Care:** Pharmaceutical care to treat priority patients.
- **Teaching:** UBC undergraduate, residency, medical, and paramedical training.
- **Administration:** Development and implementation of decision support tools.
- **Research:** Collaborative, independent, pharmacy practice research.

REQUIREMENTS OF THE ROLE

Bachelor's degree in Pharmacy from an accredited post secondary institution.

Current registration as a Pharmacist with the [College of Pharmacists of British Columbia](#).

Active membership in the [Canadian Society of Hospital Pharmacists](#) is encouraged.

Clinical Pharmacist: Completion of a Hospital Pharmacy Residency Program.

Clinical Pharmacy Specialist: Completion of a Hospital Pharmacy Residency Program plus a Doctorate in Pharmacy (Pharm.D.) or post graduate degree in clinical pharmacy.



PHARMACY TECHNICIAN



ABOUT THE PROFESSION

There are many different roles and responsibilities that Pharmacy Technicians have. Some of their contributions include providing sterile compounding of intravenous medications, filling and checking medications, performing the final check for accuracy of prescriptions, and entering physician orders for patients and clients into pharmacy systems.

In Our Communities

- Provide orientation/training to patients and clients on the use of several medical devices such as blood pressure and blood glucose monitors and inhalation devices.
- Prepare the necessary medications for community care facilities.

In Our Hospitals

- Prepare sterile IV medications for patients including chemotherapy and antibiotics.
- Provide safe and timely delivery of medication to acute and long-term care areas.
- Contribute knowledge and ideas to multi-disciplinary committees to support pharmacy services.

REQUIREMENTS OF THE ROLE

Grade 12 education.

Graduation from an accredited Pharmacy Technician program or an equivalent combination of education, training, and experience.

Current practicing registration as a Pharmacy Technician with the [College of Pharmacists of British Columbia](#).



PHARMACY ASSISTANT



ABOUT THE PROFESSION

As the Pharmacy Assistant you will work closely with a Pharmacy Technician to support the medication distribution system. The Pharmacy Assistant performs packaging and distribution of unit dose medications, as well as specified inventory control and statistical reporting activities and other related clerical functions.

The following list represents some of the duties performed by Pharmacy Assistants.

- Attends to the dispensary counter and telephones, providing general information and direction and issuing completed medication orders (excluding outpatient orders) in accordance with established procedures.
- Picks interim dose medications for inspection by the pharmacist or technician.
- Assembles medications for Centralized Intravenous Admixture (CIVA) preparation by performing duties such as gathering medications and supplies in accordance with established procedures.
- Porters interim doses and unit dose cart exchanges to the nursing units, returning any unused medications to pharmacy.
- Fills requisitions and delivers wardstock medications to nursing units in accordance with established procedures; maintains records of all transactions.
- Pre-packages unit dose medications.
- Other duties as required.

REQUIREMENTS OF THE ROLE

Completion of Grade 12

Graduation from a recognized Pharmacy Assistant Course, plus one year recent, related experience or an equivalent combination of education, training and experience.

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CSB

PEDESTRIAN BRIDGE
TO MAIN BUILDING ON
LEVEL 2 CSB



ANESTHESIA ASSISTANT



ABOUT THE PROFESSION

An Anesthesia Assistant (AA) is a specially trained health professional who participates in the care of the stable surgical patient during general, regional, or conscious sedation anesthesia through medical directives under the supervision of the anesthesiologist.

Anesthesia Assistants provide technical support to the anesthesiologist for complex anesthesia equipment, provide airway management assistance, monitor patient's hemodynamic status, blood, fluid and pharmacological therapy, administration of anesthetic gases and medications, insertion and management of hemodynamic monitors, and management of anesthesia equipment. In addition the anesthesia assistant provides physiologic surveillance of the stable patient under general anesthesia, regional anesthesia and for procedural sedation. This provision of anesthesia care is under the direct supervision of the Anesthesiologist and under the authority of medical directives.

REQUIREMENTS OF THE ROLE

Graduation from a recognized school of Respiratory Therapy plus three years' recent related experience or an equivalent combination of education, training and experience.

Completion of an accredited post-graduate Anesthesia Assistant diploma program.

Current certification with the Canadian Society of Respiratory Therapists (CSRT).

Eligible for registration with the British Columbia Society of Respiratory Therapists (BCSRT) and CSRT.

Current certificates in CPR, Advanced Cardiac Life Support (ACLS), and Neonatal Resuscitation Program (NRP).



RESPIRATORY THERAPIST



ABOUT THE PROFESSION

Respiratory Therapists deliver services and programs related to performing respiratory care in a multi-disciplinary setting to clients with a variety of illnesses/diseases.

Departments that respiratory therapists service include, but are not limited to:

Acute Care

- ICU, ED, NICU, Pediatrics, Post-Op Cardiac Surger, PAR, and Emergency.

Other Opportunities

- Pulmonary Function Lab, Bronchoscopies, Urgent Care, and Community.

Respiratory therapists work independently and as a member of an interdisciplinary team within a patient-centred care model.

REQUIREMENTS OF THE ROLE

Graduation from a recognized Respiratory Therapy program.

Current certification with the [Canadian Society of Respiratory Therapists \(CSRT\)](#) and eligible for registration with the [British Columbia Society of Respiratory Therapists \(BCSRT\)](#) and [CSRT](#).

Recent acute/critical care experience.

Current valid BC Driver's License.



OCCUPATIONAL THERAPIST



ABOUT THE PROFESSION

Occupational therapists (OTs) help people whose capabilities have been impaired by illness, injury, developmental disorders, emotional or psychological disorders or the aging process. They often develop individual and group health promotion plans to restore and maintain participation in all aspects of a person's life.

Occupational Therapists work independently and collaboratively as part of a multidisciplinary rehabilitation team providing inpatient, outpatient, residential and/or community. Occupational Therapy Services including assessment, treatment planning and implementation, program planning, consultation, equipment prescription and education of clients and/or their caregivers to promote functional independence and enable the client to achieve and maintain optimal health outcomes.

OTs at IH work cohesively with the rehabilitation team to seamlessly promote functional independence and enable our clients to achieve and maintain optimal health outcomes. Our worksites offer you an environment that will challenge your professional, technical, and practical skills. We are dedicated to effective quality care and patient advocacy and have leadership that is committed to teamwork, engagement, and innovation.

REQUIREMENTS OF THE ROLE

Graduation from a recognized occupational therapy program.

Current registration with the [College of Occupational Therapists of British Columbia \(COTBC\)](#).

Eligible for membership in the [Canadian Association of Occupational Therapists](#) or British Columbia Society of Occupational Therapists.

Valid BC Driver's license.



PHYSIOTHERAPIST



ABOUT THE PROFESSION

Physiotherapists plan and put treatment programs in place to maintain, improve or rebuild physical ability, ease pain and prevent physical problems for patients. At Interior Health, they work collaboratively as part of a multidisciplinary rehabilitation team providing services including assessment; treatment planning and implementation; program planning; consultation; equipment prescription; and education of clients and/or their caregivers.

Physiotherapists work independently and collaboratively as part of a multidisciplinary rehabilitation team providing physiotherapy services including assessment, treatment planning and implementation, program planning, consultation, equipment prescription and education of clients and/or their caregivers to promote functional independence and enable the client to achieve and maintain optimal health outcomes.

Physiotherapists at Interior Health enjoy diversity in practice, a collaborative healthcare team environment, and the opportunity to make an impact on the lives of others.

Physiotherapists work in acute medical care, acute surgical care, outpatients programs, inpatient rehab programs, outpatients clinics, community care rehab, long term care, and urgent primary care centres offering much diversity in your career progression.

REQUIREMENTS OF THE ROLE

Graduation from a recognized Physical Therapy Program.

Current registration with the [College of Physical Therapists of British Columbia \(CPTBC\)](#).

Valid BC Driver's license where required.



SPEECH LANGUAGE PATHOLOGIST



ABOUT THE PROFESSION

Speech-Language Pathologists in the acute care setting provide evaluation and treatment of swallowing disorders and speech and language problems resulting from strokes, head injury, respiratory issues, and/or other medical complications.

Speech Language Pathologists (SLPs), perform diagnostic evaluations of persons with communication and/or swallowing disorders. The evaluations include behavioral observation, non-standardized testing procedures, instrumental, and standardized testing procedures.

The SLP analyzes, evaluates and interprets test results to determine patients' communicative abilities on the path to developing appropriate treatment goals and plans for rehabilitation. The SLP makes recommendations concerning the referral of patients to other services, such as psychology, audiology, dentistry, neurology, respiratory therapy, and otolaryngology.

REQUIREMENTS OF THE ROLE

Masters Degree in Speech-Language Pathology.

One year's clinical experience with adults in a hospital setting and/or an equivalent combination of education, training and experience.

Experience with Dysphagia Management and communication disorders would be an asset.

Registration as a Speech-Language Pathologist with the [College of Speech and Hearing Health Professionals of BC](#).

Valid BC Driver's license where required.



Interior Health

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