



Canadian Council of Registered Nurse Regulators (CCRNR)
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Call for Nurse Practitioner Regulation Practices Project Consultant Expressions of Interest

The Canadian Council of Registered Nurse Regulators (CCRNR) is seeking a consultant to assist with a project related to development of consistent and leading practices for the regulation of Nurse Practitioners (NPs) for Canadian jurisdictions. CCRNR, formed in 2011 to promote excellence and support collaboration in professional nursing regulation, is an organization made up of representatives from Canada's 12 provincial/territorial (jurisdictional) bodies that regulate the practice of registered nurses and nurse practitioners.

Project Overview

Reporting to the Board of Directors, the NP Regulation Practices Project Consultant will assist CCRNR by implementing a defined process to gather, understand, and incorporate leading regulatory practices and principles into recommendations for advancing a coordinated, and where possible, a standardized approach to the regulation of NPs in Canadian jurisdictions. CCRNR will appoint a Steering Committee to assist the Project Consultant with the project.

Key Accountabilities

- Following the direction of the CCRNR Board, and working with the NP Regulation Practices Steering Committee, develop, implement, and evaluate the following project plan:
 - Step 1: Review of relevant data/literature/information that describes NP practice in Canada (e.g., current entry-level competencies, entry-level education, practice standards, draft NP Vision Working Group Regulatory Framework, etc.)
 - Step 2: Identify and validate gaps in current vs. desired state for NP regulation
 - Step 3: From the identified gaps, develop assumptions and then survey stakeholders, new graduates, employers/administrators, etc., to test the assumptions; facilitate a focus group or symposium with key stakeholders to inform the initiative
 - Step 4: From the data collected in the survey, develop draft evidence-based and consistent NP regulation practices and principles for consultation
 - Step 5: Circulate the draft to stakeholders for feedback and input
 - Step 6: Develop the Recommended NP Regulation Practices based on Step 5 input and provide draft to Steering Committee
 - Step 7: Update based on feedback in Step 6 and provide final Recommended NP Regulation Practices to CCRNR Board for review
 - Step 7: Provide final draft of Recommended NP Regulation Practices to participating RN regulator Boards/Councils for review and possible approval
 - Step 8: Support individual jurisdictions in the communication of any new NP regulation practices to relevant stakeholders and the public
- Support CCRNR Board meetings through the preparation and delivery of briefing materials, decision notes, and environmental scans related to the project

- Coordinate and manage stakeholder engagement as required to support project planning and the successful completion of the project
- Provide regular reports to the CCRNR Board of Directors regarding the status of project plans and implementation of activities
- Work in collaboration and partnership with CCRNR's Executive Coordinator

Qualifications and Skillsets

- Graduate degree in healthcare or related field
- Certification in project management an asset
- Excellent communication skills, both oral and written; ability to establish and maintain strong working relationships with a variety of stakeholders
- Knowledge and experience with research methodologies, knowledge translation practices, and qualitative and quantitative analysis and reporting
- Proven record in project management with knowledge of methodologies and approaches, including proven time management, organization, and coordination skills, and the ability to prioritize time-sensitive deliverables
- Politically astute and culturally sensitive; able to deal with people sensitively, tactfully, diplomatically, and professionally at all times
- Demonstrated commitment to confidentiality
- Understanding of health profession regulatory practices and frameworks in Canada
- Understanding of basics in the regulatory and legislative process within Canada's parliamentary and legislative structures
- Understanding of nursing practice and entry-level competencies and the context of practice across the five domains (clinical, educational, research, administrative, policy)
- Bilingual (preferred)
- Ability to lead and manage self-directed work deliverables
- Strong presentation and facilitation skills; ability to ask difficult questions
- Skilled in conflict management and resolution

Terms and Role Conditions

- Project Consultant to provide support for project completion; compensation to be negotiated (CCRNR Executive Coordinator available for administrative support)
- Regulatory body staff member could be considered as a secondment, to be negotiated with the regulatory body
- Position considered to be consultant with virtual office capability
- Deadline for applications: April 27, 2018