



# OPPORTUNITY BRIEF

## Community Health Nurse

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SEARCH CONDUCTED BY PLACEMAKING 4G

## About Millbrook First Nation



Millbrook First Nation is a Mi'kmaq community located in Millbrook, Nova Scotia, near Truro, with additional reserve lands in Beaver Dam, Sheet Harbour, Dartmouth, and Cole Harbour. **The community is well known for strong leadership and forward-thinking economic development.** Millbrook is home to several thriving ventures, including the Millbrook Power Centre and Treaty Entertainment.

At its heart, **Millbrook is a place of deep connection.** Mi'kmaw values guide daily life and shape how the community cares for one another. There is a steady commitment to the wellness of all generations, grounded in the belief that physical, emotional, mental, and spiritual health are intertwined. Millbrook continues to strengthen its governance systems and community services with a focus on collaboration, clarity, and transparent communication.

Millbrook's administrative team is made up of professional staff who work with care and intention to support community priorities. Their work reflects the community's commitment to growth, transparency, and effective governance, and is carried out with the understanding that every decision and program affects the daily lives of members. **Leaders and staff are dedicated to promoting a sustainable future for all, honouring cultural traditions while welcoming new opportunities that strengthen the community.**

Millbrook's administration spans a wide range of departments that support community wellness, growth, and opportunity. These areas include Education, Employment and Training, Health Services, Housing, Economic Development, Finance, Human Resources, Legal Affairs, Governance, Community Engagement, Culture and Heritage, Parks and Recreation, Communications, Security and IT, and Fisheries. Together, these teams provide essential programs and services that help strengthen Millbrook today while building a vibrant and sustainable future for generations to come.

# STATEMENT OF INTENTION

We deeply value the diverse perspectives and experiences that strengthen our team and community. Preference will be given to qualified Indigenous applicants, particularly those who identify as Mi'kmaq and/or are members of Millbrook First Nation.

We also warmly welcome applications from all equity-deserving individuals, including those who identify as African Nova Scotian, Black, racialized, a person living with disabilities, 2SLGBTQIA+, or newcomers to Canada. If you're comfortable, please share this information and your pronouns in your application.

To ensure a thoughtful and inclusive process, we've partnered with the P4G search team, who are committed to fostering a safe and supportive environment. They're here to listen and help accommodate your needs, ensuring your experience throughout this process is intentional, inclusive, and respectful.

## This Moment, This Position

This is a meaningful moment at **Millbrook First Nation**, where supporting the health and well-being of the community is a top priority. As a **Community Health Nurse (CHN)**, you'll be a trusted health partner, connecting with members of all ages and meeting them where they are, whether in the clinic, at home, or in the community. Reporting to the Director of Health & Social Services, you'll collaborate with physicians, nurse practitioners, physician assistants, and interdisciplinary health teams to deliver care that is culturally safe, trauma-informed, and responsive to the unique needs of Millbrook members.

In this role, you'll provide guidance on wellness, triage urgent needs, and support families through maternal, child, school, and chronic health programs. You'll coordinate home visits, conduct clinics, and lead health education sessions that reflect the community's values and priorities, helping members access the right care and navigate resources effectively.

Success comes from combining clinical expertise with empathy, cultural awareness, and adaptability. You'll thrive by building trusting relationships with patients and families, supporting them through challenging situations, and working seamlessly with a team that values collaboration and community-focused care.

# How You'll Contribute

## Maternal & Child Health Program

- Conduct post-natal home visits, prenatal education sessions, and well-baby clinics, providing guidance and support tailored to each family's needs.
- Assess child growth and development, follow up on high-risk pregnancies, and promote positive parenting strategies.
- Collaborate with Maternal Child Workers and other staff to ensure families have the resources and information they need.

## School & Community Health

- Maintain immunization schedules and facilitate health screenings for children.
- Conduct health education sessions and organize clinics for flu, COVID-19, and other community health initiatives.
- Work alongside community partners to deliver programs that raise awareness and promote wellness.

## Nursing Treatment & Care

- Triage patients over the phone and in-person, determining immediate care needs and appropriate next steps.
- Provide treatment in the clinic or at home, including vital signs monitoring, wound care, suture removal, and other procedures as needed.
- Monitor communicable diseases, liaise with pharmacies and NIHB, and advocate for patients to ensure they access the right care.
- Emergency room and urgent care experience applied when supporting high-risk or acute patient needs.

## Health Education & Promotion

- Plan and deliver group and individual sessions on nutrition, safety, chronic disease management, and healthy living.
- Coordinate wellness initiatives, community workshops, and lifestyle programs that engage and empower participants.
- Collaborate with programs such as the Aboriginal Diabetes Initiative to promote sustainable, culturally grounded health practices.

## Administration & Collaboration

- Maintain accurate records, reports, and statistical tracking for community health programs.
- Collaborate with local agencies, elected representatives, and health professionals to address community health priorities.
- Participate in ongoing professional development, conferences, reviewing professional literature, and peer knowledge sharing.

## Professional Supervision & Peer Collaboration

- Seek professional supervision from the regional nursing office (FNIHB) and the College of Registered Nurses of Nova Scotia.
- Work with Community Health Nurses, Registered Nurses, and other health professionals from surrounding communities to share information, support one another, and enhance care delivery.

# What You'll Bring

## Education & Experience

- Bachelor of Nursing or Bachelor of Science in Nursing.
- Minimum 5 years of diverse nursing experience, including emergency care and community health.
- Knowledge of First Nation health care services, community resources, and issues impacting community health.

## Skills & Knowledge

- Strong nursing expertise: assessment, planning, implementation, and evaluation of care, delivered with cultural safety and trauma-informed practices.
- Ability to triage patients both in-person and over the phone, responding to urgent needs while supporting long-term wellness goals.
- Knowledge of Millbrook and regional resources, government services, and community supports.
- Effective communication, organization, and collaboration across interdisciplinary teams and community partners.
- Ability to work independently, plan flexible schedules, manage multiple responsibilities and maintain accurate records.

## Professional Affiliation

- Registered with the College of Registered Nurses of Nova Scotia, in good standing, maintaining professional liability coverage.
- Immunization-certified CHN, recertified every three years.



# The Package

**Pay Scale** \$46.01 - \$51.74/hour. Compensation is based on education, skills and experience in accordance with the Nova Scotia Nurses Union pay scale.

**Schedule** Monday to Friday, 32-hour compressed work week. Some evenings and weekend availability will be required from time to time.

**Location** On-site at Millbrook Health Centre, 812 Willow St, Truro, NS

**Travel** Home visits within community and surrounding area.

- Benefits & Perks**
- **Health & Dental** coverage
  - **Pension Plan**
  - **Paid** Vacation and Medical days
  - **2-week** paid Holiday Shutdown
  - **Observance** of Federal and Provincial Holidays
  - **4 additional** Indigenous Holidays and Summer Fridays

## What to Expect:

Hiring processes often reflect systems that don't work for everyone. At Placemaking 4G, we believe recruitment should be relational and affirming. Our desire is that candidates are respected, informed, and supported throughout.

- We closely review all applications and read each cover letter (we promise).
- If you are selected as a top candidate, expect an invitation to chat with a Lead Placemaker from P4G. This is someone who treats the recruitment process non-traditionally. We want to get to know what inspires you.
- Selected candidates will proceed to a virtual interview with the Lead P4G Placemaker and 2-3 organization representatives.
- Finalists may participate in a second-round interview or skills activity (virtual or in-person).
- P4G will check employment references and assist in presenting an offer to the successful candidate.

**Applications will be accepted until Monday June 8, 2026 at noon ADT.**

Please include a cover letter that speaks to your experience and offers a glimpse of your personality. **Wela'lin!**



### Have questions about the role?

Reach out to the Lead Placemaker at P4G to learn more.

**Amanda McNutt**  
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