



An agency of the Provincial
Health Services Authority



Psychologist, Neonatal Follow Up Program (NFUP) - BC Women's Hospital + Health Centre
Labor Agreement Health Science Professionals
Requisition # 203297E-2453770
Work Site 4500 Oak Street, Vancouver BC, V6H 2N9
Job Type Regular, Part-Time
Salary/Rate \$56.02 - \$69.98 / Hour
FTE .60
Hours of Work 0800-1600
Work Days Tue, Wed, Fri
Expiry date 28-Oct-2026

Job Description

Psychologist, Neonatal Follow Up Program (NFUP)

BC Women's Hospital + Health Centre
Vancouver, BC

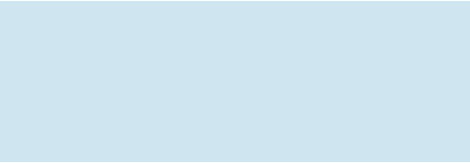
Psychologists with BC Women's Hospital + Health Centre, a program of the Provincial Health Services Authority, report Program Manager for the Neonatal Follow Up Program (NFUP). Psychologists work collaboratively with interdisciplinary teams supporting neonatal patients and their families discharged from the Neonatal Intensive Care Unit (NICU) at BC Women's Hospital + Health Centre. This Program offers a strong academic environment with a philosophy of evidence-based practice, support for patient-centred research and quality improvement and opportunities for innovation and excellence in clinical care.

About BC Women's Hospital + Health Centre & the NFUP

[BC Women's Hospital + Health Centre](#) is dedicated to improving the health of women, newborns and families through a comprehensive range of services, research and education. The Neonatal Follow Up Program (NFUP) is a developmental monitoring programs for high-risk newborns in British Columbia. This multidisciplinary program provides neurodevelopmental and limited chronic medical follow-up care for infants discharged from Neonatal Intensive Care Unit (NICU) with morbidity that places them at significant risk of long-term developmental sequelae later in childhood, adolescence and into adulthood. This monitoring currently commences in NICU and continues until school entry with the aim of early identification and early intervention to ensure maximum function for children with possible neurodevelopmental morbidity.

Specific Accountabilities

Using standardized tools, Neonatal Follow Up Program psychologist assesses infants and young children who were born prematurely or experienced complex medical needs at birth. The Psychologist will assess their developmental and cognitive progress, provide early intervention, and provide resources for families. This role is a key member of the multidisciplinary team of neonatologists, nurses, speech language pathologists, audiologists, occupational therapists, and physiotherapists.



What you'll do

- Plan and organize the provision of services for specified programs or patient group(s), in consultation with the Head of Psychology or designate and in collaboration with the Clinic/Program Manager/Director (if applicable).
- Participate in activities related to coordinating the inter-disciplinary team as required for the clinic/program service delivery.
- Coordinate and deliver a comprehensive range of psychodiagnostic assessments and treatment services such as cognitive, educational and social/emotional evaluations and psychotherapeutic interventions, including individual or group therapy, behaviour management, play psychotherapy, hypnosis, biofeedback, parent groups.
- Document assessments, treatment plans and outcomes and advise other members of the treatment team.
- Function as a primary Psychology contact for treatment teams, individuals or persons serving identified patient groups.
- Make recommendations for program planning and/or evaluation and the revision of criteria and procedures for referrals, needs assessment and case documentation.
- Promote the services of the department to the public, community and Professionals' groups as requested by the Head of Psychology or designate and in collaboration with the Clinic/Program Manager/Director (if applicable).
- Provide information and advice to colleagues, physicians and hospital personnel regarding psychological assessment, treatment modalities and patient care issues.
- Prepare and deliver in-service presentations to department and hospital staff and academic teaching to medical and health care learners/staff as requested.
- Represent the department at various meetings as designated.
- Supervise and provide evaluations for Psychology Residents and other trainees and students. Participate in training pre- and postdoctoral fellows as appropriate.
- Maintain currency in the scientific literature relevant to area(s) of practice and in the application of scientific evidence to clinical decision making. May initiate or participate in outcome investigations and/or clinical research as appropriate.
- Perform other related duties as assigned.

What you bring

Qualifications

- Current licensure as a Psychologist with the College of Health and Care Professionals of BC.

- Training at the doctoral level in child clinical and/or developmental psychology, pediatric neuropsychology, or a closely related area.
- Recent related experience in women's and/or children, adolescent, psychodiagnostic, clinical and/or health care environment.
- Demonstrate comprehensive knowledge of the historic and ongoing impacts of settler colonialism and systemic racism on Indigenous Peoples within social and health contexts. This includes understanding how these factors contribute to current health disparities and barriers to care. Show a clear commitment to identifying, challenging, and eradicating Indigenous-specific racism and all forms of discrimination impacting equity-deserving groups within healthcare settings. This involves recognizing personal biases, institutional barriers, engaging in anti-racism education and training and advocating for systemic change.
- Demonstrated knowledge and understanding of legislative obligations and provincial commitments within Program Name Here contexts found in the foundational documents including Truth & Reconciliation Commission's Calls to Action (2015), In Plain Sight (2020), BC's Declaration on the Rights of Indigenous Peoples Act (2019), United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), Reclaiming Power and Place Missing and Murdered Indigenous Women & Girls Calls for Justice (2019), the Declaration Act Action Plan and Remembering Keegan: A First Nations Case Study, BC Human Rights Code, Anti-racism Data Act and how they intersect across the health care system.

Core Competencies

- Brings an understanding of the Indigenous specific racism and the broader systemic racism that exists in the colonial health care structure, and has demonstrated leadership in breaking down barriers and ensuring an environment of belonging. Embed Indigenous Cultural Safety and Humility into all aspects of work. This means creating an environment where Indigenous patients feel respected, valued, and understood. Foster trust through respectful communication, active listening, and honoring equity-deserving people's perspectives on health and wellness. Commit to ongoing education and training on Indigenous health issues, cultural safety, and DEI principles. Participate in workshops, cultural immersion experiences, and continuous professional development to stay informed and responsive to equity-deserving groups. Provide patient-centred care that respects Indigenous ways of knowing and healing, respects BIPOC experiences and world views ensuring that care plans are culturally relevant and holistic.
- Knowledge of social, economic, political and historical realities of settler colonialism on Indigenous Peoples and familiarity with addressing Indigenous-specific anti-racism, anti-racism and Indigenous Cultural Safety and foundational documents and legislative commitments (The Declaration Act, the Declaration Action Plan, TRC, IPS, Remembering Keegan, etc.).

Skills & Knowledge

- Ability to communicate and present ideas effectively, both orally and in writing.
- Ability to carry out duties in a timely fashion.
- Ability to establish priorities, develop/implement short-term and long-term objectives.
- Ability to deal with others effectively.

- Ability to teach and provide instruction.
- Proficiency in computer skills related to report writing and to recording and managing data.
- Demonstrates a commitment to beginning and continuing their personal learning journey related to Indigenous-specific racism and dismantling systems of oppression, as well as addressing racism more broadly. Shows willingness to articulate and share their learning experiences to contribute to a culture of motivation and inspiration among peers.
- Demonstrates foundational knowledge of the social, economic, and political realities of settler-colonialism and its impacts on Indigenous peoples and equity-deserving groups within social and health contexts. Understands the impact of social determinants of health on health outcomes. Shows a commitment to learning about and upholding legislative obligations and provincial commitments outlined in foundational documents such as the Truth & Reconciliation Commission's Calls to Action (2015), In Plain Sight (2020), BC's Declaration on the Rights of Indigenous Peoples Act (2019), United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), Reclaiming Power and Place: Missing and Murdered Indigenous Women & Girls Calls for Justice (2019), the Declaration Act Action Plan, Remembering Keegan: A First Nations Case Study, the BC Human Rights Code, Anti-Racism Data Act, and the Distinctions Based Approach.

What we bring

Every PHSA employee enables the best possible patient care for our patients and their families. Whether you are providing direct care, conducting research, or making it possible for others to do their work, you impact the lives of British Columbians today and in the future. That's why we're focused on your care too – offering health, wellness, development programs to support you – at work and at home.

- Join one of BC's largest employers with province-wide programs, services and operations – offering vast opportunities for growth, development, and recognition programs that honour the commitment and contribution of all employees.
- Access to professional development opportunities through our 2,000+ in-house courses including a range of experience level, profession-specific, or other essential training on Indigenous Cultural Safety; Indigenous-specific anti-racism; Diversity, Equity, Inclusion and accessibility, mental health and well-being, and more.
- Enjoy a comprehensive benefits package, including municipal pension plan, and psychological health & safety programs and holistic wellness resources.
- Annual statutory holidays (13) with generous vacation entitlement and accrual.
- PHSA is a remote work friendly employer, welcoming flexible work options to support our people (eligibility may vary, depending on position).
- Access to WorkPerks, a premium discount program offering a wide range of local and national discounts on electronics, entertainment, dining, travel, wellness, apparel, and more.

Job Type: Regular, Part-Time (0.60 FTE)
Salary Range: \$56.02 - \$69.98
Location: 4500 Oak Street, Vancouver BC, V6H 2N9
Hours of Work: Tuesday, Wednesday, Friday (0800-1600)
Requisition # 203297

What we do

[BC Women's Hospital & Health Centre](#) (BCW) is dedicated to improving the health of women, newborns and families through a comprehensive range of services, research and education.

BCW is a part of the Provincial Health Services Authority (PHSA).

[PHSA](#) plans, manages and evaluates specialized health services with the BC health authorities to provide equitable and cost-effective health care for people throughout the province. Our values reflect our commitment to excellence and include: Respect people – Be compassionate – Dare to innovate – Create equity – Be courageous.

Learn more about PHSA and our programs: jobs.phsa.ca/programs-and-services

PHSA and BCW are committed to anti-racism and equity in our hiring and employment practices. With learning and compassion, we are addressing existing inequities and barriers throughout our systems. PHSA is seeking to create a diverse workforce and to establish an inclusive and culturally safe environment. We invite applications and enquiries from all people, particularly those belonging to the historically, systemically, and/or persistently excluded groups identified under the B.C. Human Rights Code.

One of PHSA's North Star priorities is to eradicate Indigenous-specific racism, which includes ongoing commitments to Indigenous recruitment and employee experience as well as dismantling barriers to health care employment at every level. We welcome Indigenous individuals to apply and/or contact the Sanya'kula Team (Indigenous Recruitment & Employee Experience) for support at indigenous.employment@phsa.ca.

Indigenous-specific anti-racism initiatives are rooted in addressing the unique forms of discrimination, historical and ongoing injustices, and exclusion faced by Indigenous peoples. These initiatives align with an Indigenous rights-based approach, recognizing the inherent rights and title of BC First Nations and self-determination of all First Nations, Inuit and Métis communities. PHSA is mandated to uphold legislative obligations and provincial commitments found in the foundational documents including the Truth & Reconciliation Commission's Calls to Action (2015), In Plain Sight (2020), BC's Declaration on the Rights of Indigenous Peoples Act (2019), United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), Reclaiming Power and Place Missing and Murdered Indigenous Women & Girls Calls for Justice (2019), the Declaration Act Action Plan and Remembering Keegan: A First Nations Case Study.

Attention current employees of PHSA:

You must apply via your internal profile at <http://internaljobs.phsa.ca>.

The internal job posting expires on **September 10, 2026** and will no longer be accessible. If the internal job posting has expired, please e-mail internaljobshelp@phsa.ca with the six-digit job requisition number and your PHSA

employee ID number to be considered as a late internal applicant. **Please do not apply for the external job posting.**

If you have not yet set up an internal profile, please e-mail internaljobshelpu@phsa.ca with your PHSA employee ID number to obtain your temporary password. Our business hours are Monday-Friday 8:30am-4:30pm, excluding Statutory Holidays and a Help Desk Representative will respond to you with 1-2 business days.

If you are not a current employee of PHSA and require assistance with your application, please contact the External Careers team at careers@phsa.ca.