

## **Nurse Practitioner (Full and Part Time Positions, Permanent)**

### **Who We are:**

Langs is a grass-roots neighbourhood-based organization that has become so much more! Langs was established as a community development project in 1978 by a group of citizens and service providers concerned about the lack of accessible services in the community. Langs has grown to become a dynamic, respected multi-service organization that uses a community development approach to provide comprehensive health, social and recreational services that are responsive to the changing needs of our community.

### **What We are Looking For:**

We are currently recruiting for Nurse Practitioners to join our Clinical team for full or part-time positions the primary location for these roles will be North Dumfries but both may involve work at our Cambridge location. The NP is responsible for providing primary care functions and participating in the development, implementation, monitoring and evaluation of programs and services for individuals, families and the community and serve the vulnerable sector in a manner that increases access and decreases barriers to health care

#### **A successful candidate in this role would have**

- Baccalaureate in Nursing, Primary Health Care Nurse Practitioner Certificate
- College of Nurses of Ontario Certificate of Competence with RN (EC) designation (unrestricted)
- Minimum 2 years' experience as an NP in a primary care setting, experience in a Community Health Centre setting would be considered an asset.
- Experience working with complex patients
- Experience working as a member of a multidisciplinary team
- Clear understanding of the Social Determinates of Health.
- Experience with Chronic Disease Management
- Experience in program development, implementation, monitoring and evaluation.
- Must be available to work evenings.

#### **In this role you will be expected to complete the following tasks**

- Provides primary care functions to vulnerable individual's experiencing increased barriers to health care services.
- Perform assessment, diagnosis, treatment, health education/counselling and other clinical activities according to the College of Nurses of Ontario standards of practice for Registered Nurses in the Extended Class (NPs).
- Contribute to chart documentation, participate in chart reviews and case conferences, and make referrals.
- Participate in the development, implementation, monitoring and evaluation of treatment, education, counselling and health promotion programs and services for individuals, families and the community.
- Apply the determinants of health model and the Ontario College of Nurses Standards of Practice for RN (EC) to the provision of well person, episodic and stable chronic illness care to people of all ages and diverse backgrounds.
- Apply and participate in the development of appropriate professional and organizational policies, protocols and procedures.
- Understand the role of, refer appropriately to and communicate effectively with other health professionals and community services.
- Participate in the development and maintenance of Langs health resource materials.
- Other duties as assigned.

### **What We Can Offer You:**

Langs is an organization where people belong. Langs is committed to promoting Inclusion, Diversity, Equity, and Access for all our staff, patients, participants, and volunteers. We are committed to equal employment opportunity regardless of race, colour, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or Veteran status. Langs strives for an inclusive environment centred on employee wellbeing and supportive leadership.

Don't meet every requirement? Studies have shown that women and people of colour hesitate to apply to jobs unless they meet every single qualification. At Langs, we are dedicated to building a diverse, inclusive and authentic workplace, if you're excited about this role but your past experience doesn't align perfectly with every qualification please apply and share in your cover letter why you believe you are the right candidate.

#### **The successful candidate would be eligible for the following benefits:**

- Starting Salary of \$102,800-\$122,500 Annually
- 3 Weeks paid vacation, with an increase to 4 weeks after 1 year of employment
- 15 Sick/Personal Days per year
- 10 Professional Development days per year
- Enrolment in Healthcare of Ontario Pension Plan (HOOPP)
- Comprehensive Extended Health and Dental Care Plan including a \$1000 Healthcare Spending Account.
- Flexible work from home arrangements available

Candidates are required to submit detailed cover letter along with their resume by March 31, 2024  
Candidates requiring accommodation to participate should contact Human Resources to communicate any accommodation needs.

Langs, 1145 Concession Road, Cambridge, Ontario, N3H 4L5

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