

Nurse Practitioner (32 Hours, 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 a Nurse Practitioner to join our Clinical Team. for a part-time position. This role 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)
- Additional academic preparation in health or social sciences considered an asset
- Commitment to and knowledge of community-based health care and the use of social determinants of health model of care
- Minimum 2 years' experience as an NP in a primary care setting
- Experience working with individuals and families in all developmental stages
- Experience working as a member of a multidisciplinary team
- Experience in community development, prevention programming and health promotion
- Experience with Chronic Disease Management
- Experience in program development, implementation, monitoring and evaluation.
- Experience working with individual and group members of diverse populations
- Excellent communication and organizational skills
- Proficiency in the use of computers and various software applications.

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

- 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).
- Have a clear understanding of the impact of social/cultural and economic factors on the determinants of health
- Participate in the development, implementation, monitoring and evaluation of treatment, education, counselling and health promotion programs and services for individuals, families, and the community
- Use office/virtual assessments, home visits, and a variety of other approaches in the delivery of primary care.
- Ensure appropriate, comprehensive treatment is delivered by maintaining complete and accurate documentation which is completed in a timely manner that meets both professional and organizational standards. Participate in chart reviews and case analysis as needed
- Respond to patient and participant inquiries by directing them to the appropriate service or treatment
- Understand the role of, refer appropriately to, and communicate effectively with other health professionals and community service
- Work with Langs, internal and external community partners to identify needs, plan, and conduct and evaluate programs including health teaching, screening programs and health promotion workshops for Langs patients/participants
- Participate in the development and maintenance of Langs health resource materials.
- Identify the need for, and participate in the implementation of guidelines, safety standards and norms related to programming and care delivery at off site and mobile locations.
- Provide support and facilitate the development of life skills in patient/participants through individual and group interaction.
- Engage individuals in the process of working with community partners and other health professionals including volunteers, peer workers and outreach workers.
- Engage community partners in working with individual participants/patients.
- Supervise students and participate in the orientation of new staff members.
- Participate in individual and clinical team professional development.
- To complete other duties as required

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:

- Salary of \$52.89 - \$63.02 Hourly (\$88,016-\$104,860 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 \$ 500 Lifestyle Spending Account.

Candidates are required to submit detailed cover letter along with their resume by September 4, 2026

Candidates requiring accommodation to participate should contact Human Resources to communicate any accommodation needs.

This job posting is for an existing vacancy within our organization.

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

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