Nurse Practitioners
(32-40 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 three Nurse Practitioners to provide primary care services within Langs Clinical team (32 hours/week) and the Cambridge Coronation FHO and Forbes Park FHO (40 hours/week). Nurse Practitioners are responsible for delivering comprehensive primary care and for contributing to the development, implementation, monitoring, and evaluation of programs and services for individuals, families, and the broader community. A strong focus of this role is serving vulnerable populations in ways that improve access to care and reduce barriers to health services.

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 internal and external community partners to identify needs, plan, and conduct and evaluate programs including health teaching, screening programs and health promotion workshops for patients/participants
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.
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 requiring accommodation to participate should contact Human Resources to communicate any accommodation needs.
This job posting is for an existing vacancy within our organization.

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