

Nurse Practitioner – Palliative and Frail Elder Care
(40 hours/week, Permanent)

Who we are:

Langs is an organization with deep roots in community development and a proven commitment to improving access to care for those most in need. Building on decades of trusted, community responsive service, Langs now serves as the lead agency for the Cambridge and North Dumfries primary care expansion funding. Working in close collaboration with the Cambridge and North Dumfries Ontario Health Team, the Primary Care Network, local Family Health Organizations and one home-based primary care group, Langs is helping to advance a coordinated, systemwide approach to primary care. Together, we are focused on strengthening access and continuity of care by attaching more than 9,000 patients to primary care within the next year—responding directly to the evolving needs of our growing community.

What we are looking for:

We are currently recruiting for a Nurse Practitioner to provide primary care services for the Cambridge Palliative and Frail Elder Care Associates (CPFECA). CPFECA is a primary care team providing home-visits for frail or palliative care patients working with Drs Holling and Sandor. While this position is employed by Langs, the Nurse Practitioner's day-to-day work location, schedule of hours, as well as applicable policies and procedures, will be determined by the Primary care team to which they are assigned. 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)
- Minimum 2 years' experience as an NP in a primary care setting or in a Geriatric and/or Palliative care setting, experience in a Community Health Centre setting would be considered an asset.
- Experience working with complex patients
- Experience working with Frail Older Adults and Palliative Care patients
- Experience working as a member of a multidisciplinary team
- Clear understanding of the Social Determinants 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

- 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.
- Perform house visits for house bound clients, using your own vehicle.
- 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.

The successful candidate would be eligible for the following benefits pro-rated to hours worked:

- Starting Salary of \$52.89-\$63.02 hourly (\$110,021-\$131,075 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.

Candidates are asked to submit detailed cover letter along with their resume by June 1, 2026.

If there is a preference to be assigned to a particular FHO/CPFECA please ensure to include that information in your cover letter.

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

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

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