

Nurse Practitioner – Primary Care- FHOs
(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, and local Family Health Organizations, Langs is helping to advance a coordinated, system-wide 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 three Nurse Practitioners to provide primary care services within the Cambridge Family Health Organizations (FHOs) – Cambridge Coronation FHO, Forbes Park FHO, and Delta Coronation FHO. While these positions are employed by Langs, the Nurse Practitioners' day-to-day work location, schedule of hours, as well as applicable policies and procedures, will be determined by the FHO 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, experience in a FHO 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 and neonatal and pediatric care.
- Experience in program development, implementation, monitoring and evaluation.
- Must be available to work occasional evening.

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.
- Work in a fast-paced environment.
- 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 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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