

Registered Practical Nurse – Expansion Project (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 two Registered Practical Nurses to provide primary care services exclusively within the Delta Coronation Family Health Organization (FHO) in Cambridge. While these positions are employed by Langs, the Registered Practical Nurses' day-to-day work location, schedule of hours, as well as applicable policies and procedures, will be determined by the Delta Coronation FHO.

The Registered Practical Nurses will provide clinical care and administrative functions and participate in the development, implementation and evaluation of programs and services for vulnerable, complex individuals and families.

A successful candidate in this role would have

- Registered Practical Nurse diploma from a recognized
- Certificate of registration from the College of Nurses of Ontario
- RPNAO membership
- Three to five years nursing experience in a community setting or combination of community and hospital or public health settings; experience in addictions in a primary care setting an asset
- Experience in program development, implementation, monitoring and evaluation an asset
- Proficiency in the use of computers and various software applications
- Collaborate with the team to increase access and decrease barriers to primary care and addiction treatment support
- Understanding of the social determinants of health
- Possess excellent communication and organization skills
- Understanding of patient confidentiality
- Ability to work one evening (12:00pm-8:00pm) per week

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

- Perform triage function both in person and by phone
- Check lab results and provide appropriate follow-up
- Assist clinical providers with clinical and administrative procedures pertaining to the outreach role
- Wound care including application of dressings and change dressings.
- Point of care testing as required (BS, urine drug screen, pregnancy testing) perform other clinical activities according to the College of Nurses of Ontario standard of nursing practice
- To assist with the organization and implementation of flu clinics on and offsite
- Assist with tasks that facilitate patient flow i.e. bringing patients in, helping patients obtain specimens, helping patients prepare for examinations, supporting patients through examination
- Doing home visits/assessments as needed
- Maintain clinical areas: this may include maintaining the medication inventory, resources, materials and equipment. Ordering medical supplies, arranging for bio-waster pick up, maintaining the home visit bag and specific examination/treatment trays
- Understand infection control practices in a primary care setting, and implement best practices to reduce the opportunities for infection and/or contamination
- Document and encounter all patient contact/treatment according to the CHC policy and professional standards
- Participate in outreach team activities and projects including case review and chart audits, discussion, special clinics and screening programs
- To ensure the CHC meets professional, provincial and federal standards through maintaining the laboratory and procedure rooms, monitoring systems and controlled substances
- To provide health teaching to patients, staff and students as required
- To provide hands on consultation, support and service to the CHC and its satellite, and partner locations as needed
- To assist in the supervision of students

The above responsibilities are representative but not all inclusive.

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

- Starting Salary of \$26.33 - \$29.29 hourly
- 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 and \$500 Lifestyle Spending Account.

Candidates are asked to submit detailed cover letter along with their resume by October 9, 2026.
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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