

## Nurse Practitioner (Up to 40 hours/week, 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 YWHO Cambridge team for a full or part-time position. The NP will work as a member of a diverse interdisciplinary team to support youths' overall health and wellness, including those experiencing mental health and substance use challenges. The NP will focus on care for youth aged 12-25 years for broad-based primary care needs on episodic bases. The main components of the NP role include clinical practice; education; mentorship activities; nursing leadership activities and scholarly activities. The NP role will have both a population and scope based focus.

#### 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)
- Completion of education required by the College of Nurses of Ontario on prescribing controlled substances.
- Willingness to pursue subspecialty education in mental health and addictions and gender affirming care.
- Have a familiarity with the YWHO model and My Wellness Passport data collection platform
- Additional academic preparation in health or social sciences an attribute
- Commitment to the use of determinants of health model of care
- A clear understanding of local community resources
- 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.
- Must be available to work evenings.

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

- Provide comprehensive episodic and longitudinal primary care to youth ages 12–25.
- Conduct holistic health assessments including physical, mental health, substance use, and social determinants of health.
- Diagnose, treat, and monitor acute and chronic health conditions, including prescribing medications, ordering diagnostics, and initiating treatment plans.
- Integrate psychotherapeutic techniques (e.g., motivational interviewing, CBT-informed approaches) within clinical care.
- Emphasize harm reduction, trauma-informed, gender-affirming, and culturally safe care practices.
- Use a variety of modalities (in-person, virtual, outreach, home visits) to ensure accessible and inclusive service delivery.
- Ensure timely and accurate documentation that meets professional and organizational standards.
- Participate in after-hours/on-call services as required.
- Collaborate with interdisciplinary team members and external partners to ensure integrated, wrap-around services for youth.
- Refer appropriately to internal and external health and community services.
- Participate in and/or lead complex care planning, supporting measurement-based care using standardized tools.
- Design, implement, and evaluate health promotion initiatives focused on youth mental health and addictions (e.g., life skills, harm reduction, sexual health).
- Work with Langs, YWHO Hub leadership, and community partners to identify needs and develop responsive programming.
- Participate in developing and updating health education resources, guidelines, and safety protocols for onsite and outreach settings.
- Act as a mentor, clinical preceptor, and role model within the team and academic settings.
- Support orientation and supervision of students and new staff.
- Participate in professional development, and contribute to scholarly activities (e.g., QI initiatives, research, presentations).
- Engage with the Provincial Primary Care Community of Practice and participate in cross-appointments with academic institutions, when possible.
- Engage in continuous quality improvement through chart reviews, case reviews, and participation in program evaluation.
- Provide leadership in advocating for changes that enhance safe, effective, and equitable care.
- Other duties as assigned.

### 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 \$49.43 - \$58.89 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.

Candidates are required to submit detailed cover letter along with their resume by July 4, 2025  
Candidates requiring accommodation to participate should contact Human Resources to communicate any accommodation needs.

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