



Nurse Practitioner

Yee Hong Centre for Geriatric Care

Organization Background:

Yee Hong Centre for Geriatric Care (Yee Hong) is a recognized leader in senior care, dedicated to providing exceptional, culturally inclusive services that enhance the well-being of older adults. With a strong reputation for excellence in long-term care, community programs, and aging-in-place initiatives, Yee Hong is committed to supporting seniors in living with dignity, independence, and the best possible quality of life. At the core of its mission is a focus on compassionate, person-centered care tailored to the unique needs of diverse communities.

Yee Hong is one of the foremost providers of culturally appropriate senior care in the country, delivering high-quality resident experience and care to Chinese and other Asian seniors since 1994. The organization operates 805 long-term care beds and 308 seniors' apartment units, with an additional 224 long-term care beds opening in a new home by June 2026. In addition, Yee Hong offers four campuses of managed care, a hospice residence, and a wide range of community-based senior and caregiver support services. Through this comprehensive network, the organization serves more than 15,000 individuals annually across the Greater Toronto Area.

Position Summary:

The Nurse Practitioner – Long Term Care Homes (NP) reports directly to the Centre Executive Director and the Director of Resident Care or Designate.

The NP functions in an advanced practice nursing role to promote wellness and health promotion and to provide exemplary quality care through the application of advanced clinical and theoretical knowledge and skills.

The NP practices in a manner that reflects the Mission, Vision and Values of Yee Hong in compliance with the professional standards of nursing practice as defined by Yee Hong and the ED. Skills and knowledge from the professions of nursing, medicine and healthcare management are integrated within a broad framework of advanced practice. NP practice reflects a balance between interdisciplinary collaboration and autonomous practice. The NP continuously seeks to improve care processes through the integration and evaluation of standards and feedback from physicians, staff, residents, their families, caregivers and volunteers.

The NP contributes to the quality of resident care through the component roles of advanced practitioner, educator, researcher and leader. The NP is a member of the Yee Hong Centre Management Team and is expected to support the Nursing management team in performance and probationary reviews.

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The emphasis on each of these separate aspects of the role may vary over time in response to the evolving priorities of Yee Hong Centre. The NP is a critical member of the interprofessional team and will work collaboratively with the Medical Directors and attending physicians to optimize resident care.

Accountabilities:

The NP practice may include primary responsibility for directing resident care through appropriate use of health care resources, co-coordinating and liaising with the resident care team throughout the continuum of care.

- Provide leadership, teaching and functional guidance to professional staff and other learners from the interprofessional group, including RNs, RPNs and PSWs.
- Participate in the development, implementation and evaluation of policies, procedures and protocols; develop and administer a resident care plan appropriate to resident needs, including advocacy and referral to external healthcare services.
- Proven ability to maintain confidentiality and ethics and to interpret and evaluate information in order to make appropriate clinical decisions.

Responsibilities:

PRACTICE

- Provides direct resident care for the purposes of clinical assessment: providing care; enhancing quality and continuity; demonstrating advanced nursing knowledge, skill and judgment related to clinical focus.
- Determines resident health care needs (in consultation with physician when required) through advanced history taking, physical examinations/interval assessments, and interpretation of diagnostic tests.
- Uses ongoing evaluation of needs assessment to develop/initiate/modify the resident care plan, determine and implement required diagnostic testing and initiate/adjust/discontinue pharmacological and non-pharmacological therapies in accordance with scope of practice as defined by the CNO for NP practice, legislation, and Yee Hong policy and procedures.
- Initiates referrals for consultation, e-consult and virtual care (medical and non-medical) in collaboration with physicians as indicated.
- Provides consultation to nursing, medicine and other members of the resident care team.
- Demonstrates sound clinical reasoning and current evidence in decision-making, planning and implementing care.
- Participates and/or facilitates communication between residents and the care team related to plan of care.
- Partners with the leadership team and interprofessional team in program planning to meet the needs of short and long-term stay residents and of residents of varying age groups and health conditions
- Liaises with hospital and Ontario Health staff to ensure a smooth transition back to the Yee Hong Centre for hospitalized residents.
- Advocates for and provides palliative and end-of-life care Develops and implements innovative approaches for complex practice issues and facilitates optimal outcome management of resident care.
- Participates in the development, implementation and evaluation of best practices within the LTC home.

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EDUCATION

Education: resource to assist in the teaching learning of in-depth knowledge and skill in addressing the health concerns and needs of resident/family/significant others as it relates to advanced nursing practice and the clinical program.

- Develops information and education for resident/family/caregivers with the focus on health promotion, disease prevention and impact of illness.
- Identifies and addresses learning needs of the resident and families.
- Advances the process of knowledge transfer for nursing staff by being a role model in the integration of best practices.
- Participates in regular evaluation of delivery and management of resident care.
- Enhances personal and professional development through reflective practice and by attending educational opportunities and /or conferences in clinical specialty, research and scholarship, and /or leadership topics.
- Collaborates with nurses to stimulate interest and provide innovative learning opportunities to integrate research findings, theory, and techniques that meet and respect needs and requests of resident/families/significant others.
- Provides mentorship for undergraduate and graduate nursing students, as well students from other health disciplines, in their clinical practicum experience.
- Identifies, analyzes, and interprets trends in resident care outcomes and professional nursing practice issues to determine priorities for educational programming
- Plans, implements and evaluates learning resources and health education programs for residents, families and substitute decision makers

RESEARCH

Research and scholarship: supports development and exchange of knowledge.

- Conducts/participates in research relevant to practice with other members of the healthcare team or community of scholars
- Conducts critical analysis of current research and applies to practice.
- Contributes to knowledge exchange through presentation(s) and or publication(s)
- Facilitates the utilization of research by nursing and other interdisciplinary staff
- Develops and /or utilizes appropriate assessment instruments to measure clinical outcomes and/or other components of the clinical program
- Actively participates in activities related to professional associations and /or the Executive Director.

LEADERSHIP

Planning, coordinating and organizing initiatives to advance best practices and evaluation of quality of care through quality improvement initiatives and professional leadership.

- Serves as a resource to the Executive Director and LTC in decision-making, nursing strategic planning and problem-solving processes.
- Participates in the development/revision of practice guidelines, medical directives, protocols, policies and procedures
- Leads/participates in clinical process and quality improvement initiatives
- Involves actively in appropriate divisional or corporate committees

- Promotes the integration of the nursing viewpoint in planning, policy-making and problem solving at the home and corporate levels of the organization
- Contributes to the development of the corporate vision and strategic direction
- Develops and uses tools and processes to evaluate quality of nursing practice at the individual, program, and organizational level
- Collaborates with the Senior Leadership team, and the Corporate Quality and Professional Practice and Performance team in the evaluation of quality of care to identify and implement quality management projects that link with nursing standards, best practice guidelines, corporate goals and objectives
- Advocate for and contributes to the development, integration and evaluation of policy that impacts quality of resident care
- Recommends clinical guideline revisions as required
- Acts as a change agent by advocating for and implementing new initiatives.

Qualifications:

- Current Registration with the College of Nurses of Ontario (CNO) in the Extended Class (Primary Health Care or Adult) and entitled to practice, required
- Masters Degree in Nursing (MScN), required. Specialty certification in gerontological nursing and experience in gerontology is an asset; Post-graduate certificate and experience in palliative and end-of-life care is an asset; Experience practicing as an RN (EC) in a long-term care, or geriatric setting, preferred. GPA, PIECES or other seniors-focused training or professional development, an asset
- Strong computer skills, including but not limited to Point Click Care and MS Office suite
- Ability to think critically, analyze information and problem solve effectively
- Excellent conflict management and negotiation skills
- Excellent, solid communication skills, ability to exercise empathy and discretion
- Flexible, team-player, able to build and maintain positive working relationships
- Good knowledge of current trends and legislation in long term care and community services
- Satisfactory Police Vulnerable Sector Screen result
- Fluency in Chinese an asset

Physical Demands/Working Conditions:

- Required to provide scheduled services at all Yee Hong LTC homes

Job. Ref. No.: JR1879

Status: Full Time

Candidates are encouraged to visit Yee Hong's website (www.yeehong.com) for further information about the organization.

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To Apply:

Interested applicants may apply directly online at
<https://www.yeehong.com/centre/careers/>

Applications will be considered until the positions are filled.

Note:

Yee Hong is an equal opportunity employer committed to an inclusive, barrier-free recruitment and selection process. Requests for accommodation can be made at any stage of the recruitment process providing the applicant has met the bona-fide requirements for the open position. If contacted for this employment opportunity, please advise if you require any accommodation.

Successful applicants must provide a recent satisfactory vulnerable sector police reference check and medical clearance certificate

We thank all applicants for their interest, however, only those selected for further consideration will be contacted.