



THE REGIONAL MUNICIPALITY OF DURHAM

Social Services-LTC and SSD Department

Nurse Practitioner & Health Services Manager **(Regular Full-Time)**

Job ID: 24256
Job Number: 310

Open: Jul 29, 2026 Close: Sep 26, 2026

Diversity, Equity and Inclusion Statement

The Region of Durham is committed to advancing equity, diversity and inclusion within our organization and the communities we serve. We welcome and encourage applications from people who are Indigenous, racialized persons, women, persons with disabilities, members of LGBTQ2S+ communities, and others who may contribute to the further diversification of our workforce, including those who experience systemic barriers.

In accordance with the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code, accommodation will be provided throughout the recruitment process upon request, based on any Code-protected ground.

Location

This position is located at Seaton Village, our new 200 bed long term care home, in Pickering, ON.

Nurse Practitioner & Health Services Manager

Reporting to the Administrator, the Nurse Practitioner & Health Services Manager will be responsible for collaborating with the Medical Director(s), other physicians and community services and agencies in the provision of primary health care for residents residing in the Home. Specifically, the incumbent will:

- Practice autonomously, offering the full scope of primary health care NP practice to ensure comprehensive assessment, analysis, treatment planning and evaluation of residents' care by diagnosing, prescribing, ordering and interpreting lab tests, x-rays, ultra sounds, etc.
- Collaborate and consult with other members of the interdisciplinary team in the development, implementation and evaluation of residents' plan of care
- Collaborate with the Director of Care in the provision and advancement of nursing services and the development of best practices
- Actively participate in the home's senior leadership team, as well as various internal meetings and committees such as but not limited to the medical advisory committee/pharmacy therapeutic meetings, professional practice committees, etc.
- Assist with the day-to-day human resources of departmental staff, which includes hiring, disciplining, training and coaching staff to ensure optimal performance
- Plan strategically and operationally to address the changing and increasingly complex care needs of the residents, as well as participate in research and quality improvement initiatives
- Effectively communicate with interdisciplinary team members including nursing staff, medical staff, allied health professionals, families, residents and professional colleagues
- Act as an educator and clinical resource for administration, managers, staff, residents, families and the community, offering guidance on complex cases and supporting development and implementation of clinical policies and best practices
- Advocate for residents and families through health-teaching, promotion of evidence-based primary health care services and nurse care of older adults
- Work in accordance with the provisions of applicable health and safety legislation and all corporate/divisional and home (s) specific policies and procedures
- Provide direct supervision to the Medication Management RN
- Manage the Behaviour Supports Ontario (BSO) team and provide oversight to the BSO program within the home
- Assist in quality improvement initiative within the home, specifically ER transfers and anti-psychotic reduction, as well as other initiatives in the home
- Assist with medication reconciliation of new and existing residents

The successful applicant will possess:



- Successful completion of the Ontario Primary HealthCare Nurse Practitioner Certificate Program and current registration with the College of Nurses of Ontario as a Registered Nurse in the Extended Class (EC)
- Minimum of several years' experience in gerontological nursing and/or as a primary health care nurse practitioner preferred
- Current Membership in the Nurse Practitioners Association of Ontario (NPAO) and the Registered Nurses Association of Ontario (RNAO)
- Knowledge of the Fixing Long Term Care (FLTC) Act and Regulations, College of Nurses of Ontario Standards, Pharmacy Standards and the Regulated Health Professionals Act
- Knowledge of Infection Control and Risk Management
- Current Canadian Gerontological Nursing certification or current plans to obtain certification
- Solid clinical assessment skills, combined with effective problem-solving and decision-making skills
- A transparent, accountable, and respectful leadership approach that fosters trust and open dialogue
- A willingness to coach and mentor others
- Ability to foster and build positive working relationships with various stakeholders, and a focus on customer service and person-centered care

Management & Exempt Salary Grade 7

- Salary: \$120,882 to \$151,102 per annum

Conditions of Employment

All applicants are expected to comply with the Region of Durham's Code of Ethics and Code of Conduct Policies throughout the recruitment process. The successful candidate will be required to provide a satisfactory Police Vulnerable Sector Check dated within six (6) months from date of hire. Additionally, tuberculosis screening will be required in accordance with the FLTC Act (O.Reg. 246/22). Proof of education, qualifications and any other job bona fide requirements will also be collected. Finally, compliance with the Mask Fit Testing Program is required and will be coordinated as part of the orientation process.

External Application Process

Come find a home where exciting and rewarding careers are balanced with your lifestyle. We thank all applicants; however, only those being considered will be contacted. Please apply online (www.durham.ca) no later than midnight (Eastern Standard Time) on the closing date indicated on the Job Posting.

The Region of Durham is an equal opportunity employer committed to an inclusive, barrier-free recruitment and selection process. If contacted for an employment opportunity and you require accommodation, or if this information is required in an accessible format, please contact us at: RecruitingHelp@durham.ca and a Recruiter will provide appropriate assistance pursuant to the Region's Accommodation and Accessibility policies. Please note that resumes should not be sent to RecruitingHelp@durham.ca.

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The Region of Durham may utilize artificial intelligence to assist in the preliminary assessment of applicant qualifications and submitted materials. These tools are used for the purpose of supporting and enhancing an evaluation by a human decision-maker and any information provided by AI to a human decision-maker is not determinative. Final decisions are made solely by authorized human decision-makers.