



NURSE PRACTITIONER

JOB POSTING

Position Title:	Nurse Practitioner	Employee Group:	Non-Union
Department:	FM Nursing	Classification:	Nurse Practitioner
Posting #:	FM NP PERM FT 2026-30	Salary Range:	\$125,000 – \$140,000
Application Deadline:	Until Filled	Hours/Pay:	75 hours per pay
Application Details:	Submit Resume and Cover Letter to jobs@hch.ca	Hours:	9:00 a.m. – 5:00 p.m.
Start Date:	ASAP		

Organization Background:

Holland Christian Homes consists of 6 independent/Assisted Living apartment towers, as well as Faith Manor and Grace Manor which are private, non-profit Christian Long-Term Care facilities situated in the City of Brampton. Holland Christian Homes is a growing, dynamic, innovative organization that provides a full continuum of care to individuals in a Christian atmosphere.

We believe that individuals requiring our services have the right to a lifestyle that adequately meets their physical, psychological, emotional, social, cultural, and spiritual needs. These services are provided by fully qualified professional staff who respects and carries out the values associated with a person-centred approach which include rights, dignity, identity, individuality, respect, privacy, choice and independence.

This is a replacement position.

Position Summary:

The Nurse Practitioner (NP) supports the delivery of primary health care to 160 residents of Faith Manor long-term care home. The model of care is a shared care model between the NP and the resident's family physician. The NP collaborates with the resident and family/caregiver, and the health care team in the development, implementation and evaluation of the resident's plan of care.

In addition to clinical care, the Nurse Practitioner provides education and leadership to the registered nursing staff, families and residents. The Nurse Practitioner works collaboratively within the interdisciplinary team to lead evidence-based practice initiatives, co-leads the specialized program committee which includes oversight of the skin and wound, falls, restraints/PASD, continence care, behavioural management, and pain programs.

Specific responsibilities include:

- Provide comprehensive primary care to residents as part of the interdisciplinary health care team.



- Manage the care of residents by providing pharmacological, complementary and/or counseling interventions, and perform procedures within the NP scope of practice.
- Order and/or perform appropriate screening and diagnostic investigations, interpreting results and assuming responsibility for follow-up.
- Perform a person-centered health assessment of residents on admission, annually and as needed.
- Provide person-focused health education.
- Collaborate and consult with physicians, director of resident care, registered nursing staff, interdisciplinary team members and external resources regarding the resident plan of care.
- Advocate for, lead, and support the delivery of the home's palliative and end-of-life care program, ensuring a compassionate, person-centred, and evidence-informed approach to care.
- Identify, develop and implement practice innovations, in collaboration with the Medical Director (s) and interdisciplinary team.
- Provide formal and informal teaching and coaching in the management of clinical care to the interdisciplinary team members, serving as a resource person, educator and role model.
- Promote knowledge development of clinical staff by integrating best practices in resident care.
- Co-chair the Specialized programs for the home, specifically as it relates to:
 - Skin and Wound Care
 - Falls Management
 - Continence Care
 - Behavioural Supports
 - Pain Management
 - Restraints/PASDs
- The NP creates as well as acts as a resource for the development of organizational policies and procedures as it relates to medical or nursing care.
- The NP also actively participates in the Medical Advisory and Pharmacy Advisory Committee quarterly often taking on the role of chair or co-chair and oversight of compliance of this program together with the Medical Director(s).
- Tracking and analysis of NP encounter visits
- Tracking and analysis of avoidable ED transfer rates, total ED transfers, admissions to hospital, deaths at the manor, and deaths at the hospital.
- Exchange information, explain situations, and influence others in matters of common interest relating to function specific needs for the interdisciplinary team or residents and their families.
- Medical point of contact for consulting specialists as required (i.e. OTN)
- Collaborate with external community partners i.e. NLOT team, GEM nurses, RNAO, Neurobehavioral Team, Pharmacy, Wound Care specialists, lab and imaging department.
- Respect and carry out the values associated with a person-centered approach which include rights, dignity, identity, individuality, respect, privacy, choice and independence.
- Focus on the abilities and skills of the individual rather than the labels, statistics and diagnosis.
- Provide individualized emotional and physical spaces for care that are in tune with people's changing needs.
- Provide supportive opportunities for social engagement to help people live their life and experience well-being.



- Participates in program staff meeting and orientation.
- Performs other duties and responsibilities as assigned by the direct supervisor.

Qualifications:

- Current registration with the College of Nurses of Ontario as a registered nurse in the extended class, and entitled to practice as an Adult or Primary Care Nurse Practitioner.
- A minimum of three (3) years' experience working in a long-term care setting, or an equivalent amount of education and experience.
- Post-graduate education and experience in Gerontology is an asset.
- Specialty certification in geriatric nursing is preferred.
- Completion of LEAP or other relevant palliative care training is recommended.
- Experience in nursing project management such as best practice guideline implementation is an asset.
- Current Membership in either the Nurse Practitioners Association of Ontario or the Registered Nurses Association of Ontario (RNAO).
- Proven experience in palliative care, chronic disease management, wound care and dementia care is an asset.
- Demonstrated leadership skills with the ability to supervise, coach, mentor, develop, motivate, and support staff.
- Strong interpersonal, communication, and conflict resolution skills, with the ability to respond professionally to concerns, complaints, and inquiries from residents, families, substitute decision-makers (SDMs), and other stakeholders, while contributing effectively as a collaborative member of the interdisciplinary team.
- Knowledge of the College of Nurses of Ontario (CNO) Practice Standards, Nurse Practitioner scope of practice, long-term care legislation and regulations, pharmacy standards, and applicable provincial legislation governing clinical practice.
- Knowledge of infection control, risk management and quality improvement.
- Prior exposure to PointClickCare is an asset.
- Experience in providing physical, social and emotional needs that are in tune with people's changing needs.
- Demonstrated success in communicating with all levels in an organization that includes communicating effectively with staff, residents, families/visitors delivery/service personnel and the general public.
- Excellent problem solving and decision-making skills.
- Demonstrated ability to maintain the confidentiality and security of sensitive information.
- Computer skills with ability to use software such as Microsoft Office for data entry, case management, and document preparation. Skill in Internet-based searching and networking.
- Demonstrated ability to observe boundaries, engage in appropriate emotional regulation, refrain from dual relationships with residents, maintain confidentiality, and engage in reasonable self-care strategies designed to reduce stress by balancing work/life responsibilities.
- Ability to read, write, and speak English.
- A satisfactory and current Vulnerable Sector Screening.
- Evidence of a negative 2 step TB Test, full COVID-19 vaccination and up to date immunizations including Flu Shot (unless medically exempt)
- Ability to participate and respond to legislated or time sensitive demands beyond regularly scheduled work hours.
- Ability to implement and monitor compliance with the vision and philosophy for person-centered and emotion-focused care.



Interested and qualified applicants should forward a Resume and Cover Letter (as ONE document in PDF format) to: Human Resources e-mail: jobs@hch.ca

Holland Christian Homes welcomes diversity in the workplace and encourages applications from all qualified individuals. Holland Christian Homes is committed to providing accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). If you require accommodation for disability during any stage of the recruitment process, please inform Human Resources.

Candidates who are asked to obtain a Vulnerable Sector Check (VSC) as part of the due diligence process are required to do so in support of our obligations under the Long-Term Care Act and our commitment to maintaining a safe environment for residents. If police services are unable to process a VSC, candidates will then be asked to provide a Criminal Record (CRC) so that we can complete appropriate due diligence.

Kindly be advised that our recruitment process does not involve the use of Artificial Intelligence.

Disclaimer: In keeping with Long Term Care reform, best practices, funding and direction this position may later require knowledge, skills, abilities and working conditions not noted