



Scarborough Centre for Healthy Communities (SCHC) is dedicated to providing accessible, equitable, and transformational health and social service choices for the well-being of Scarborough's diverse communities. We cultivate vital community services by promoting healthy lifestyles while delivering a comprehensive range of culturally competent health and social services programming. Our I2CARE values ensure that we, as a work community, treat all with, inclusivity, innovation, collaboration, accessibility respect and equity.

As an employer, we strive for excellence as a workplace and are committed to building a workforce that enhances our capacity to meet the needs of the diverse communities we serve.

We are currently looking to hire a:

**Registered Nurse
5 – Full Time, Permanent (35 hours per week)**

Reporting To: Interprofessional Primary Care Manager

Purpose:

The Scarborough interprofessional primary care access model is a partnership to enhance care for the vulnerable, complex clients living in the Scarborough.

SCHC operates with an integrated and interdisciplinary approach. All roles collaborate with and contribute to different teams and programs to support the community's needs.

Bring your passion for community-based healthcare to this fast paced and dynamic environment, as well as your program development and implementation experience to this role.

Key Areas of Responsibility:

The Registered Nurse functions in collaboration with other members of the primary health care and program teams within a health promotion framework. Within the RN scope of practice, the selected candidate will work to initiate, provide, and support health care services to clients who face multiple and complex health issues within the community.

Responsibilities include:

- Conduct comprehensive client assessments, including health histories, physical exams, and ongoing evaluations, to support individualized care planning.
- Deliver evidence-based nursing interventions, treatments, and health education in alignment with professional standards and organizational protocols.
- Collaborate with interprofessional team members to develop, implement, and evaluate care plans tailored to client needs.
- Provide mentorship, supervision, and preceptorship for nursing and interprofessional students, fostering a positive and supportive learning environment.
- Actively contribute to continuous quality improvement (QI) initiatives, including program evaluation, data collection, and implementation of evidence-based best practices.
- Participate in team-based case reviews, knowledge sharing, and interprofessional learning opportunities to support ongoing professional development.
- Advocate for health equity and the reduction of barriers to care, particularly for vulnerable, marginalized, and underserved populations.

- Maintain accurate, timely, and professional documentation in the electronic health record, consistent with CNO and organizational standards.
- Practice in accordance with the College of Nurses of Ontario standards, the Regulated Health Professions Act, organizational policies, and relevant legislation (e.g., Public Health Act, Occupational Health and Safety Act).
- Ensure client safety, confidentiality, and privacy are protected at all times.

Educational and/or Professional Qualifications:

- Undergraduate degree in Nursing from an accredited University.
- Registration and in good standing with the College of Nurses of Ontario.
- Minimum five years of experience in direct client care.
- Clinical experience within a community-based healthcare setting is preferred.
- Member of RNAO.
- Venipuncture Certification (or willingness to complete).
- Wound Care Certification is an asset.
- Certificate/Diploma in Community Health Nursing is considered an asset.
- Current HCP CPR.
- CNA certificate in Mental Health is an asset.
- Experience in working with women's health and mental health and addiction an asset.
- Demonstrated experience/confidence in working independently, with high degree of self-direction and strong organizational skills.
- Demonstrated ability to integrate evidence-based practice and participate in quality improvement projects.
- Demonstrated commitment to principles of an anti-oppression and cultural competence framework.
- Thorough knowledge of broad determinants of health and issues affecting low income, multi-lingual and radicalized and LGBTQ communities.
- Excellent interpersonal, communication, decision making, problem solving, organizational, conflict management, and time management skills.
- Familiarity or willingness to practice with electronic health record documentation environment, Practice Solutions experience considered an asset.
- Ability to work within an Inter-professional model of care.
- Sensitivity and awareness of culturally and racially, economically, and socially diverse communities.
- Demonstrated commitment to principles of an anti-oppression and cultural competence framework.
- Current certification in CPR/First Aid or willingness to become certified.
- Oral and/or written fluency in other languages relevant to providing service in the role would be considered an asset.

Significant Working Conditions:

- Flexibility of hours – occasional evening or weekend work will be required.
- Flexible working sites – working in the community.
- Valid driver's license required.
- Vehicle required.
- Perform other related duties as required to support client care, program delivery, and organizational priorities.

WHY SCHC?

- A strategic commitment to organizational health, ensuring our people and culture are well

supported.

- 3 weeks paid vacation for full time positions to start, additional time with tenure.
- Continuous funded training opportunities.
- Paid sick and family sick days.
- Health benefits including prescription drugs, dental, vision care, alternative therapies, life insurance, employee assistance program, disability insurance; benefit coverage for family and dependents available.
- HOOPP pension plan member.
- SEIU Union.
- A strategic commitment to Action on Equity to advance diversity, equity, inclusion and belonging utilizing an intersectional lens.
- Standard working hours, with flexibility to accommodate occasional evening or weekend appointments.

Remuneration: \$35.05 - \$42.22

Pay Band: D

Please note: All other conditions of employment are set out in the collective agreement between SCHC and SEIU.

Please reply in confidence to HR: recruitment@schcontario.ca

We would like to thank all applicants; only those invited to interviews will be contacted.

Note: Please quote **RN - CHC** in the subject line.

This is an **Existing Vacancy**.

If you require any accommodation, please advise Human Resources. As a condition of employment all new hires must be legal to work in Canada. You will also be required to undertake a Vulnerable Sector Screening with Police Services.

SCHC values equity, inclusion and accessibility. We welcome those who have a demonstrated commitment to upholding these values and who will assist us to expand our capacity for diversity in the broadest sense. We encourage applications from members of groups that have been historically disadvantaged and marginalized, including First Nations, Metis and Inuit peoples, Indigenous peoples of North America, racialized persons, newcomers, persons with disabilities, and those who identify as women and/or LGBTQ2S+.

SCHC is committed to providing a barrier-free environment for all stakeholders including our clients, employees, job applicants, suppliers and any visitors who may enter our premises, access our information or use our services. We respect and uphold the requirements set forth under the *Accessibility for Ontarians with Disabilities Act, 2005*, and its associated regulations. SCHC will provide accommodations to applicants with disabilities throughout the recruitment, selection and/or assessment process. If selected to

participate in the recruitment, selection and/or assessment process, please inform Human Resources staff of the nature of any accommodation(s) that you may require.

www.schcontario.ca.

Find us on Social Media: [Facebook](#) – [Twitter](#) - [Linked In](#) – [You Tube](#)