



Scarborough Centre for Healthy Communities (SCHC) is dedicated to improving the health and well-being of Scarborough's diverse communities by providing accessible, equitable, and transformational health and social services. Through our Neighbourhood Health Model, strong community partnerships, and a commitment to addressing the social determinants of health, we create opportunities for people and communities to thrive.

Guided by our I2CARE values—Inclusivity, Innovation, Collaboration, Accessibility, Respect, and Equity—we foster a workplace where people feel valued, supported, and empowered to make a meaningful difference.

As an academic community health organization, we advance health equity through research, education, and knowledge sharing. We prepare the next generation of health professionals through community-based learning experiences that reflect the realities of team-based care, community support systems, and the diverse communities they will serve.

Strides Toronto is a multi-service agency providing services to young people from birth to age 29 and their families/caregivers in East Toronto. Formed in January 2020 through the amalgamation of Aisling Discoveries and East Metro Youth Services, Strides Toronto provides a range of community, residential and treatment services to improve the mental, social, and physical health of infants, children, youth, and their families. We provide individual, group and family interventions that include mental health counselling, Autism services, education, outreach and referral, early intervention, day treatment and community support. Strides Toronto is the Network Lead for two Youth Wellness Hubs in Toronto.

Youth Wellness Hubs Ontario (YWHO) aims to bring the right services to youth (12-25) and their families/caregivers at the right time and in the right place. YWHO is improving Ontario's mental health and addiction services for youth and their families by providing rapid access to mental health and substance use services with walk in, low barrier services and clear pathways to service.

SCHC in partnership with Strides Toronto is looking to hire a:

**Primary Health Care Nurse Practitioner
1 – Full Time, Permanent – 35 hours per week**

Reporting To: Interprofessional Primary care Manager

Purpose:

The Nurse Practitioner (NP) will work as a member of a diverse interdisciplinary team to support clients' overall health and wellness, including those experiencing mental health and substance use challenges. The NP Provides leadership in primary care and promotes excellence in all areas of Advance Practice Nursing. NPs are registered in the Extended Class with the College of Nurses of Ontario (CNO) and belong to a subspecialty group of primary care.

The NP role for YWHO will have both a population and scope-based focus and they will work with an interdisciplinary team that includes, but is not limited to, harm reduction counsellor(s), psychotherapist(s), peer support worker(s), service navigator(s) and program manager(s).



The NP will focus on individuals 12-25 years of age and see these individuals for broad-based primary care needs on an episodic basis. The NP will have a unique role collaborating with the community and other health and social service providers. The role will be both collaborative and consultative to ensure the client receives comprehensive care for their episodic needs. NPs seek to apply best practices and use evidence to inform decisions and care planning. Curiosity and attention to quality improvement are cornerstones of how NPs advance patient care and nursing practice within the teams they work.

The ideal candidate will play a vital role in providing high-quality clinical care, collaborating with healthcare professionals, and contributing to the overall well-being of YWHO clients. They will support a workplace that embraces diversity, encourages teamwork, and complies with all applicable and regulatory requirements. They will demonstrate a commitment to accountability: critical thinking, reflective practice, and continuous learning. They will possess excellent organizational, time management, communication and interpersonal skills enabling successful work within a collaborative and diverse interprofessional team.

Key areas of responsibility:

Assess/Plan Care:

- Provides comprehensive acute episodic primary care to clients ages 12-25.
- Performs comprehensive assessment that includes completing a health history, collecting all relevant information pertaining to the presenting problem, such as past medical and mental health history, family health history, pre-natal history, growth and development history, sexual history, allergies, prescription, and OTC medication. The NP will collaborate with community partners, family, caregivers with the consent of the patient to collect collateral information that can help to inform the assessment, diagnosis, and treatment plan.
- Initiates and manages the care of clients and/or monitors the ongoing therapy of clients with chronic stable illness. Where necessary and appropriate, consults with other members of the interdisciplinary team to provide interventions, for example, prescribing of drugs, and ordering of laboratory and health promotion options.
- Makes referrals where necessary to service providers in the community.

Provide/ Employ/ Performs:

- Provides direct comprehensive care, emphasizing health promotion, disease prevention from a collaborative approach to positively affect health outcomes.
- Employs clinical communication skills in all interactions (e.g., active listening, respectful and culturally appropriate verbal and non-verbal communication, compassion, empathy, etc.)
- Supports the use of YWHO Measurement Based Care systems to monitor progress and improve youth outcomes.
- Participates and/or leads in complex care planning, including assessing, evaluating, amending plans of care after ongoing evaluation of the clients' needs in collaboration with the interprofessional team.
- Orders and interprets appropriate diagnostic and laboratory tests within scope of practice.
- Performs selected diagnostic and therapeutic procedures within scope of practice.
- Prescribes pharmacological agents and therapeutic measures within scope of practice.
- Identifies and communicates a medical diagnosis to the client.
- Provides health education.



- Integrates psychotherapeutic approaches into their clinical work with patients.
- Provides consultation to the YWHO and/or other health care team members as applicable regarding clinical situations.
- Provides internal and external consultation (formal and informal) to interprofessional colleagues and community partners.
- Provides leadership in developing and applying legislation.
- Works from a harm reduction, trauma-informed, and culturally responsive approach, that is ARAOP (Anti- Racist, Anti-Oppressive).

Collaboration/ Education/ Mentorship/ Scholarly Activities:

- Provides leadership identifying appropriate scholarly activities (e.g., clinical practice change initiatives, quality improvements projects, and research) as appropriate.
- Participates in and promotes scholarly activities (e.g., clinical practice change initiatives, quality improvements projects, and research) as appropriate.
- Collaborates with Youth Wellness Hubs, YWHO Provincial Office and other clinical partners developing, participating in, and disseminating scholarly activities.
- Collaborates with individuals, clients, and groups to identify and implement education/programming to address specific needs for YWHO clients.
- Seizes opportunities for continued professional development and engages in informal and formal learning opportunities.
- Provides mentorship and education to nursing colleagues and health team members.

Health Systems/ Organizational Leadership:

- Provides leadership to, and collaborates with, YWHO leadership to fully implement the Nurse Practitioner role based on legislative/regulatory requirements; professional standards and guidelines; organizational policies and procedures; and individual knowledge, skills, and judgement.
- Acts as a mentor and role model for clinical practice initiatives.
- Contributes to strategic planning.
- Advocates for development and changes in primary health care delivery in the community.
- Provides leadership and participates in professional organizations.
- Aligns activities and performance with strategic goals and objectives of YWHO.
- Advocates for best health care practices, including policies and treatment.
- Participates in committees and meetings.
- Monitors and ensures the quality of health care practices at YWHO and in the community by providing leadership in the establishment of standards, policies, and procedures.

Educational and/or Professional Qualifications:

Minimum Education Required:

- Master of Nursing (MN or equivalent) with a clinical focus of Primary Care, all ages, or equivalent.
- Evidence of completion of a Nurse Practitioner course.



- Completion of education required by the College of Nurses of Ontario on prescribing controlled substances.

Registration Required:

- Current license with College of Nurses of Ontario in the RN (Extended Class).

Special Skills/Aptitudes:

- Experience working with youth and/or young adults in a community-based healthcare setting and have an interest in mental health, the social determinants of health, and high-risk youth and/or youth at risk.
- Experience and knowledge of mental health issues for youth in assessment and treatment.
- Excellent decision-making, problem-solving, and time management skills.
- Commitment to continuous learning, quality improvement and innovation.
- Knowledge of community resources, health promotion and social determinants of health.
- Knowledge of public health policies and their impact on marginalized and racialized communities.
- Excellent communication skills (written and verbal).
- Group facilitation skills.
- Consultation and collaborative skills.
- Ability to work evenings and occasional weekends.
- Ability to work independently and as part of an interdisciplinary team.
- Strong computer and data analysis skills.

Relationship/ Responsibility:

- The nurse practitioner is accountable to the standards of practice of the profession and College Nurses of Ontario.
- The nurse practitioner is accountable to meet the requirements of any accountability agreement between Strides Toronto and CAMH, under the MOH.
- The NP is accountable for their own practice.
- Opportunities for consultation and mentorship will be created to support the integration of the NP role.

Significant Working Conditions:

- Hours of Work: Weekdays, some evenings, occasional weekends.
- Location of work: Onsite co-location at the Scarborough YWHO and at SCHC.



Benefits:

- Healthcare of Ontario Pension Plan - HOOPP
- Paid vacation
- Health and dental care
- Employee assistance program
- Extended health care
- Life insurance
- Vision care

Remuneration: \$52.83 - \$74.83

Band: A

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

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

Note: Please quote NP-FT-YWHO 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.

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