

## Job Posting

**Position Title: Registered Nurse (RN) – Black Health and Wellness**

**Employment Status:** Temporary Full-Time Contract, until **March 31<sup>st</sup>, 2026**

**Position Status:** This is a **Bargaining Unit** position. All terms and conditions of the collective bargaining agreement apply.

**Job Posting Deadline for Internal Candidates:** March 17, 2025, at 5pm

**Hours of Work Schedule:** 35 hours per week

**Salary Range:** Annualized salary range of \$ 71,655.00 - \$ 76,728.00, commensurate on skills and experience plus Group Benefits & HOOPP

**Hiring Manager:** Manager, Health Equity and Priority Population

**Primary Location:** North Oshawa; mobile clinic sites (with flexibility to transition to/work at other DCHC sites as required).

### Organization Overview

**Durham Community Health Centre (DCHC)** is a registered, charitable organization that provides integrated, accessible, and equitable community-based primary care, wellness services, and health education to Durham community members who face multiple barriers to their health and well-being.

DCHC also provides equity-based programs and services that focus on priority populations such as Indigenous, Black, the 2SLGBTQI Community, Newcomers to Canada, Seniors, and Unattached patients (i.e., those without a family doctor), to name a few. DCHC ensures Durham community members receive not only sick care but preventive care as well.

At DCHC, we are a team-based interprofessional group of staff including physicians, nurse practitioners, nurses, counselors, dietitians, outreach workers, medical secretaries, and other administrative staff. We always place every client at the center of our approach to care, based on their needs. We address these needs through integrated clinical and wellness care and health education.

It's an exciting time to be joining DCHC, while we are embarking on an energizing path with a focus on making our biggest impact yet on the health of Durham community members by diversifying, expanding, and leveraging our Strategic Plan, Theory of Change, Brand, Client Stories and Resources.

### Position Overview

Working as a part of the, interprofessional care team, the Registered Nurse (RN) will deliver comprehensive, client-centered, and developmentally appropriate care to DCHC clients, utilizing an understanding of the social determinants of health. The RN will prioritize the health needs of Durham's priority population, including Newcomers and African, Caribbean, and Black (ACB) communities, engaging both internally and externally to assess population health needs and enhance well-being through targeted assessment, treatment, and prevention strategies aimed at reducing health inequities.

## **Key Responsibilities:**

- Provide client-centered primary care in a non-judgmental manner, involving clients as partners in their care, recognizing the social determinants of health and associated health risks, and taking the stance of a health advocate.
- Actively participate, seek, and provide consultation within an inter-professional model of care.
- Perform clinical assessments and health information gathering for clients with complex needs.
- Provide nursing services that address the biopsychosocial needs of clients, including those with multiple comorbid health conditions, mental health diagnoses, and/or concurrent disorders involving substance use/abuse.
- Prioritize client-centered care for Durham CHC's priority populations, including Newcomers and ACB communities.
- Perform intake assessment activities for new clients and provide direct access to primary care.
- Contribute to providing more accessible, targeted services to DCHC clients through direct service, referrals, and navigation.
- Complete timely and accurate medical records of client encounters, documentation, and third-party correspondence using Durham CHC's Electronic Medical Record (EMR) system.
- Support client safety through evidence-based practices and adherence to policies and standards, including communication and teamwork, infection prevention and control, safe medication practices, safe use of equipment and facilities, and risk reporting.
- Contribute to activities related to the development, implementation, and evaluation of medical directives, policies and procedures, best practices, and protocols.
- Adhere to and promote evidence-based practices and standards of best practice in keeping with Durham CHC clinic operational guidelines.
- Actively participate in case conferences when required.
- Participate in chart audits, development, and implementation of Quality Improvement Plans (QIP), and accreditation activities with the Canadian Centre for Accreditation (CCA).
- Demonstrate active participation in the CNO Quality Assurance (QA) Program to ensure the maintenance of continuing competence to practice and with Durham CHC's performance management requirements.
- Participate in Durham CHC agency training activities and meetings as requested.
- Provide clinical supervision and training for nursing students when applicable.
- Ensure client care and caseload are managed to achieve the goals of Durham CHC's Multi-Sector Service Accountability Agreement (MSAA).

## **Key Qualifications**

- Bachelor of Science in Nursing (BScN) degree.
- Current registration with the College of Nurses of Ontario (CNO).
- Membership in the Registered Nurses Association of Ontario is an asset.
- Phlebotomy certification required or willingness to obtain.
- Minimum of two years of experience working as a primary care RN with clients with complex needs.

- Experience in a Community Health Centre (CHC) setting or other community health practice is an asset.
- Experience working with communities and individuals facing barriers to accessing healthcare services.
- Strong knowledge of Newcomer and ACB resources in Durham is strongly preferred.
- Excellent problem-solving, organizational, and interpersonal skills, with the ability to work effectively and respectfully in a collaborative, inter-professional team environment.
- Ability to communicate with clients in an easily understandable manner, practicing active listening to understand client needs and coaching clients as collaborative partners in their healthcare.
- Excellent written communication skills, including report writing for a clinical setting.
- Basic CPR certification required.
- Experience using Electronic Medical Records (EMRs) and the Ontario Telemedicine Network (OTN).
- Proficiency with Microsoft Office applications (e.g., Word) is an asset.
- Competency in facilitating client group activities.
- Valid current vulnerable sector police check required upon hire.
- Valid Ontario Driver's License.
- Flexibility to work or drive to meetings at any of DCHC's clinical locations in our service area, including mobile clinic sites, as required.
- Ability to work a flexible schedule with at least one evening per week.

**Key Attributes include:**

Demonstrated Minimum Attributes core to the Agency: Service-oriented, Initiative, Results-oriented, Flexible/Adaptable, Collaborative, Effective Communication Skills, Team Player, Ability to manage risk within one's responsibility & accountability, Ability to take Accountability.

In addition, the following are the role-specific attributes:

Conceptual thinker; Efficient, Alliance builder, Creative & Innovative Thinker, Analytical/Systematic, Empathic

**Full vaccination against COVID-19 is mandatory for this position (Durham CHC will however adhere to its duty to accommodate those who are unable to be fully vaccinated for a reason related to a human right protected ground).**

**Application Process:**

- 1) If you are interested in being considered for this position, please submit a cover letter and resume outlining your qualifications and expectations by email to [recruiting@durhamchc.ca](mailto:recruiting@durhamchc.ca). This position will remain posted until filled.

- 2) While we thank all applicants for their interest in applying, only those qualified and considered for an interview will be contacted. All applicant submissions will be kept on file for six months, for future consideration.
- 3) All applicants are encouraged to provide a valid email address for communication purposes. Applicants may receive written correspondence regarding this job posting directly to the email address provided on their resume. As an applicant, it is your responsibility to ensure that you check your email regularly.
- 4) All positions are subject to the successful completion of the following pre-employment conditions for all external hires: Reference Checks; and Criminal Background checks (including Vulnerable Sector Screening).

**Durham Community Health Centre is committed to complying with all applicable standards as set out in the Accessibility for Ontarians with Disabilities Act, 2005 (AODA), the provisions of the Ontario Human Rights Code, and any other applicable legislation. Accessibility:** If you have accessibility needs and require alternate formats or other accommodations, please contact Human Resources at 905-723-0036, or by email to [recruiting@durhamchc.ca](mailto:recruiting@durhamchc.ca). **Durham Community Health Centre, and staff are dedicated to creating an inclusive environment that welcomes diversity.**

