

Job Posting

Position Title: Registered Nurse (RN) – 2SLGBTQI Health & Wellness

Employment Status: Temporary Full-Time Contract, until March 31st, 2026

Job Posting Deadline for Internal Candidates: June 24 2025 at 5:00 PM

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

Hours of Work Schedule: 35 hours per week

Annualized salary range: \$71, 655.00 - \$76,728.00, commensurate on skills and experience, plus participation in HOOPP

Hiring Manager: Manager, Integrated Care & Experience

Primary Location: North Oshawa and Pickering (with flexibility to transition to/work at other DCHC sites as required).

Organization

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 centre 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 local health care by diversifying, expanding, and leveraging our Strategic Plan, Theory of Change, Brand, Client Stories and Resources.

Position Overview

As a member of the 2SLGBTQI Health & Wellness program, including the Gender Care interprofessional care team, the Registered Nurse (RN) will deliver comprehensive, client-centered, and developmentally appropriate care grounded in an understanding of the social determinants of health.

The RN will provide high-quality, gender-affirming care in collaboration with nurse practitioners, mental health professionals, and system navigators, supporting individuals navigating gender identity, gender dysphoria, and transition-related healthcare. The ideal candidate will demonstrate empathy, cultural competence, and a strong commitment to inclusive, non-judgmental care.

Key Responsibilities:

- Provide client-centered, evidence-based nursing care to transgender, non-binary and gender-diverse individuals 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 comprehensive assessments and health information gathering of clients' physical, emotional, and psychosocial health, including conducting initial evaluations, ongoing monitoring, and documenting care plans.
- Educate clients and their families about gender-affirming treatments, healthcare options, and navigating the healthcare system. Advocate for the client's rights and help ensure their experience is affirming and supportive.
- Assist with gender-affirming medical interventions, including hormone replacement therapy (HRT), bloodwork and providing education for self-injections. Monitor client progress and provide ongoing support.
- Maintain a thorough understanding of transgender health issues, including mental health, substance use, sexual health, and sexual orientation, ensuring care is inclusive and sensitive to each patient's experience.
- Actively participate in case conferences and collaborate with the broader gender care team to ensure comprehensive, gender-affirming care and cultural safety for 2SLGBTQI clients.
- 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 operational guidelines.
- 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).

Qualifications and Experience

- Bachelor of Science in Nursing (BScN) degree.
- Current registration in good standing with the College of Nurses of Ontario (CNO).
- Membership in the Registered Nurses Association of Ontario (RNAO) is an asset.
- Phlebotomy certification (or willingness to obtain).
- Minimum of three (3) years of nursing experience supporting clients with complex health needs, preferably in a primary care or community health setting.
- Experience working with communities facing barriers to healthcare access.
- Expertise in gender-affirming healthcare, including hormone therapy and transition-related procedures (e.g., post-operative wound care).

- Lived experience and/or deep understanding of 2SLGBTQI communities is an asset.
- Strong cultural competence related to gender identity, gender expression, and inclusive healthcare delivery.
- Excellent problem-solving, interpersonal, organizational, and communication skills.
- Ability to work effectively within a collaborative, interdisciplinary team environment.
- Strong written communication skills, including clinical documentation and reporting.
- CPR certification (current).
- Experience working with Electronic Medical Records (EMRs) and the Ontario Telemedicine Network (OTN).
- Proficiency in Microsoft Office applications (e.g., Word) is an asset.
- Valid Vulnerable Sector Police Check required upon hire.
- Valid Ontario Driver's License with access to a reliable vehicle for site travel.
- Flexibility to work one evening per week and travel between DCHC sites as needed.

Key Competencies

- Strong communicator
- Effective collaborator and team player
- Excellent interpersonal skills
- Adaptability to changing priorities and client needs
- Strong time management and organizational skills
- Crisis management and problem-solving ability
- High empathy and client-centered approach

Full vaccination against COVID-19 is mandatory for this position (DCHC 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:

- 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. This position will remain posted until filled.
- 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.
- 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.
- 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 (DCHC) is committed to creating an inclusive environment that welcomes and celebrates diversity so that all employees have the opportunity to thrive. DCHC will comply 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 our Talent and Culture team at 905-723-0036, or by email to recruiting@durhamchc.ca.

