

Nurse Practitioner

Full-Time Permanent Positions
Annual Salary: \$103,822 - \$122,178

We are seeking two dedicated and compassionate Nurse Practitioners (NP's) to join our team, providing primary care to patients who do not have access to care and those who are or are at risk of experiencing homelessness. The NPs will offer comprehensive care, including health assessments, diagnosis, and treatment, while addressing the social determinants of health. The ideal candidate will have a passion for working with underserved populations and ensuring equitable access to healthcare.

TAFHT is a Community Commitment Program for Nurses (CCPN) approved employer

Program Eligibility Allowances:

- CCPN grant of \$25,000.
- Education grant of \$1,500.
- Northern Top-Up grant of \$10,000.
- Northern Relocation grant of \$10,000.

Program Eligibility Criteria:

- Not have been employed as a nurse in Ontario in the six months prior to being hired.
- Hold a Certificate of Registration in good standing from the College of Nurses of Ontario.
- Begin their 2-year commitment between April 1, 2025, and March 31, 2026.
- Commit to two-years of employment at a full-time work schedule offered by the employer.
- Not simultaneously receive funds from the Ministry of Health for the Tuition Support Program for Nurses.
- Not be hired through the Nursing Graduate Guarantee program.
- 2-year commitment required to be eligible incentives and grants.

Primary Responsibilities

- Provide primary care services to unattached and/or vulnerable patients, including health assessments, diagnosis, treatment, and follow-up care.
- Develop and implement patient care plans, ensuring a holistic approach to address physical, mental, and social needs.
- Collaborate with an interdisciplinary team, including physicians, social workers, and community health professionals, to provide integrated and comprehensive care.
- Engage in health promotion and disease prevention activities tailored to the needs of vulnerable populations.
- Advocate for patients by connecting them with appropriate community resources and support services.
- Monitor and evaluate patient progress, adjusting care plans as needed to achieve optimal health outcomes.
- Participates in program development aimed at improving healthcare access and reducing barriers for unattached and vulnerable individuals.
- Participate in ongoing quality monitoring and improvement.

Education, Qualifications and Skills

- Current registration in good standing with the College of Nurses of Ontario as a Nurse Practitioner (Primary Health Care).
- Strong knowledge and proficiency in chronic disease management, mental health, addiction services, and the application of evidence-based practices in primary care.
- Excellent health assessment, clinical, analytical, and problem-solving skills with a strong commitment to patient-centered care and advocacy.
- Ability to work independently and effectively as an integral member of a multidisciplinary team, balancing both autonomous decision making and team collaboration.
- Proficient in using information technology and electronic medical records (EMR); with experience in Practice Solutions preferred.
- Must possess a minimum of 2 years of direct clinical experience as a Nurse Practitioner, acquired in healthcare that requires independent practice. This experience must demonstrate the ability to independently assess, diagnose, treat, and manage patient care across a broad range of clinical conditions.

- Experience must include working independently and making clinical decisions without direct supervision, ensuring continuity of care, particularly for complex cases and high-acuity patients.
- A proven track record of independently managing patient care plans, making diagnostic and therapeutic decisions, and providing advanced clinical expertise in primary care delivery.
- Outstanding communication and interpersonal skills, with strong leadership, organizational, and time management capabilities.
- Ability to prioritize and manage time effectively in a fast-paced, dynamic environment.
- Current CPR certification.
- Fluency in French (spoken and written) is an asset.

Additional Job Requirements

- Must adhere to all TAFHT Policies and Procedures.
- Must be legally entitled to work in Canada.
- This position is in Timmins ON, the position requires working in office and on site.
- As a condition of employment, you are required to submit proof of COVID-19 vaccination and immunizations.
- Current Ontario Driver's License.

The above responsibilities are not to be considered all inclusive; and may be assigned other related duties in the interest of efficient operations of the Family Health Team.

Why Join Our Team:

- Comprehensive Benefits Package - Enjoy health and dental benefits to support your well-being.
- Pension Plan (HOOPP) – Secure your future with the Healthcare of Ontario Pension Plan (HOOPP).
- Generous Vacation Package – Take advantage of a competitive vacation allowance to support work-life balance.
- Paid Time Off – Benefit from illness and personal days, float days, and paid time off between December 25 and January 1st.
- Exclusive Perks – Access discounts and special offers through Perkopolis.
- Professional Growth – Be part of a supportive and collaborative team committed to continuous learning and development.
- Meaningful Work – Make a direct impact on patient care and community health while working in a dynamic primary care setting.

This position reports directly to the Clinical Director. The location of this position could be the Administration, Algonquin West, 101 Mall, Algonquin East, Third Avenue site or any other location within Timmins. The employer reserves the right to modify the location/site. This position is a bargaining unit position, represented by OPSEU/SEFPO.

How to apply:

Qualified applicants are asked to forward their cover letter and resume to humanresources@tafht.ca.

For more information on our team and for a copy of the job description please visit our website at www.timminsfht.ca

We thank all applicants for their interest in TAFHT, however, only those applicants selected for an interview will be contacted.

TAFHT supports diversity, equity and a workplace free from harassment and discrimination. We encourage applications from all qualified candidates, including women, visible minorities, Indigenous peoples and persons with a disability. Personal information contained in applications will be used solely for recruitment purposes and handled in accordance with applicable privacy legislation.

TAFHT is committed to improving access and opportunities for individuals with disabilities in accordance with the *Accessibility for Ontarians with Disabilities Act*. If you require a specific accommodation during the application, interview or recruitment stage, please contact our office at 705-267-1993, or by email at humanresources@tafht.ca noting *Accessibility Inquiry* in the subject line, for appropriate accommodations to be made.

NURSE PRACTITIONER (NP) JOB DESCRIPTION

Approved by: Executive Director

Effective Date: May 2012
Reviewed Date: July 2024

Position Summary

The Nurse Practitioner (NP) provides primary health care services as a member of the Timmins Academic Family Health Team (TAFHT). The NP works with individuals, families, and the community, focusing on health promotion, patient education, disease prevention and treatment. This role involves developing, implementing, monitoring, and evaluating programs for the patient population.

Reporting Relationship

This position reports directly to the Clinical Director.

DUTIES & RESPONSIBILITIES

Assessment:

- Conduct thorough health assessments and use data to make diagnoses.
- Encourage patients and families to take charge of their health by involving them in identifying risks, setting goals, and choosing interventions.
- Consult with TAFHT physicians and specialists as needed.
- Use evidence-based resources for managing chronic illnesses.
- Order and interpret diagnostic tests within NP scope.
- Maintain accurate and timely patient records.
- Assess patients in clinics or at home, if applicable.

Treatment/Management/Planning:

- Use pharmacological and complementary therapies for health problems.
- Manage chronic conditions.
- Prescribe medications and order tests as needed.
- Develop and implement individualized care plans based on evidence-based guidelines.
- Promote health and prevent disease for individuals, families, and groups.
- Use community data to address health needs and create programs.
- Ensure proper documentation of patient encounters and analyze statistics.

Education/Advisory:

- Help patients find and use health resources.
- Engage patients in their health decisions and motivate them to act.
- Initiate and lead health education activities and create/provide resources for patients.
- Develop and deliver health education programs for patients and communities.

Referrals/Collaboration:

- Work with other healthcare providers to coordinate care.
- Refer patients to specialists in collaboration with physicians.

Other Responsibilities

- Stay updated on evidence-based primary care practices with a focus on health promotion and risk reduction.
- Demonstrate strong leadership, organizational, research, and interpersonal skills.
- Effectively multitask and manage patient care while teaching and sharing information.
- Ensure compliance with PHIPA and other applicable laws and legislation.
- Promote TAFHT services.
- Prepare reports as required and requested.
- Communicate effectively with team members, patients, families, and community partners.
- Knowledge and proficiency in current, evidenced-based methods and practices in primary care.

- Engage in professional development and quality assurance activities.
- Actively participate in meetings, clinical projects, committees, research and special events as needed.
- Demonstrated ability to be open and non-judgmental.
- Perform other associated duties as required.

CORE COMPETENCIES

- Results-oriented and accountable.
- Strong problem-solving and organizational skills.
- Adaptable and collaborative team player.
- Maintains confidentiality and demonstrates effective communication.
- Knowledgeable in primary care, health promotion, and disease prevention.
- Proficient in assessment, therapy, and counseling techniques.
- Ability to manage, perform and follow through on all work-related responsibilities.
- Preferably strong written and spoken communication skills in both official languages.

EDUCATION & EXPERIENCE

- Current registration as a Nurse Practitioner with the College of Nurses of Ontario.
- Certificate in Primary Health Care Nurse Practitioner Program (or equivalent) preferred.
- Experience in community or primary care settings.
- Knowledge of Microsoft Office (Word, Excel, Outlook) and electronic medical records (EMR).
- Valid Ontario Driver's License.

WORK ENVIRONMENT

TAFHT – Sites

TAFHT strives to provide well-lit, well-ventilated clinic areas that are furnished ergonomically. Personal office space may be shared. The environment may vary depending on location. Ergonomics, health and safety will be a priority.

In Home Visits

This position may be required to provide primary care within a patient's home. These environments are not assessed beforehand, and it is the responsibility of the employee to assess the environment for health and safety risks. It is policy of the TAFHT that no employee has to work in an environment they feel is detrimental to their health and/or safety.

Other Locations

This position may require you to work at multiple sites or be transferred between sites. Due to the collaborative nature of this position, the employee will be required to attend meetings at other locations. Travel may be required between sites and patient homes. Travel related to this job description will be reimbursed.

Equipment Used

Computer, printer/scanner/fax, photocopier, telephone, AV Equipment including video projection unit, hand-held, assessment tools, various teaching aids.

Other Reporting Relationships

This position collaborates with the TAFHT leadership team, physicians and other TAFHT employees and members to provide efficient, appropriate primary care to TAFHT patients. Collaboration with other community health partners is required.