



**Position: Registered Nurse (RN)**

**Job Type: Full-time (vacancy to be filled)**

**Reporting to: Executive Director**

**Closing Date: February 24, 2026**

**Pay: \$80,068 – \$82,403 annually**

The Burlington Family Health Team (BFHT) provides team-based primary care and programming. We seek to hire an enthusiastic and skilled **registered nurse** to join our team. The ideal candidate is an intuitive, adaptable, self-directed health professional with a passion for primary care nursing and a strong commitment to working as a member of a team to provide primary care for residents of our community.

**Position Summary:**

The Registered Nurse (RN) delivers clinical and educational services in accordance with the Standards of Practice of the College of Nurses of Ontario and the policies and procedures of the BFHT. As a key member of an interdisciplinary health care team, the Registered Nurse works within the full scope of the RN practice to provide assessment, education and intervention for patients of all ages, but with a particular focus on older adults to address the complex health care needs and challenges associated with aging, including illness/disease prevention, chronic disease management, mobility issues, cognitive impairment, mental health conditions, and the maintenance of overall health and well-being. Services are provided in the clinic setting and in various community settings.

**Key Responsibilities:**

- Work within the full scope of nursing practice in accordance with College of Nurses of Ontario standards, including consent, assessment, intervention and documentation
- Work collaboratively as a member of our Memory Care team to provide interdisciplinary care for older adults with cognitive/memory issues and/or impairment.
- Perform nursing and geriatric assessments to determine the physical, mental and emotional needs of patients, including with our Seniors' Wellness Assessment team and our Aging Well programming.
- Based on assessment, create personalized care plans that address specific health conditions and goals for aging patients
- Identify, develop and implement services and programs that support health, prevent hospital admissions and facilitate transitions, including transitions from hospital to home, with a focus on the older adult population.

- Collaborate with members of the interprofessional primary care team to plan, implement, coordinate and evaluate patient care to support comprehensive interdisciplinary approaches to patient care and education, including working with the clinical pharmacist to monitor medication adjustments.
- Communicate effectively to provide education and counsel patients and their families on their age-related health issues in collaboration with other health care providers
- Assist patients (and their caregivers) to identify and use health resources, including those available in the community and from community agencies
- Deliver group and community-wide education that focuses on health issues, wellness, illness/disease prevention and early identification and self-management
- Develop patient resources and materials to support patient education
- Maintain complete and accurate patient records, utilizing the Telus Collaborative Health Record (CHR)
- Actively participate in program planning, evaluation, quality improvement, reporting and other BFHT initiatives as required
- Foster and build relationships with community partners with a focus on developing and providing services for populations that face barriers to access.
- Safeguard client records and assure confidentiality of client information in compliance with PHIPA
- Demonstrate a commitment to ongoing learning and maintain professional competence through participation in professional development activities

**Qualifications and Experience:**

- Bachelors degree in Nursing, Masters preferred
- Registration in good standing with the College of Nurses of Ontario as a Registered Nurse and possess professional liability insurance
- A minimum of four (4) years' clinical nursing experience working in primary care and/or with geriatric patient population (e.g. long-term care, geriatric clinic etc.)
- Training or experience in the care of the elderly, chronic diseases and caregiver teaching/support
- Demonstrate a high level of autonomy, initiative, self-directedness and expert clinical skills in assessment, intervention and evaluation for issues commonly experienced among older adults
- Experience in primary care nursing with a solid understanding of nursing interventions for age-related health issues, including prevention, early identification and management.
- Demonstrated ability to assist patients and family members with concern and empathy, respecting their confidentiality and privacy and communicating in a courteous and respectful manner
- Knowledge of Comprehensive Geriatric Assessment (CGA) would be an important asset

- Geriatric certification(s)/education specialty (e.g. Geriatric Certificate Program, CAN certificate in gerontology, GNC certificate from the Gerontological Nursing Association of Ontario etc.) is an asset
- Active membership in a professional gerontological nursing organization (e.g. Gerontological Nursing Association of Ontario, Canadian Gerontological Nursing Association or Canadian Association of Gerontology) is an asset
- Current CPR Certification
- A well-defined sense of diplomacy, including solid interpersonal, negotiation and conflict resolution skills
- High degree of resourcefulness, flexibility and adaptability
- Demonstrated skills in program planning and development and in preparing and delivering presentations to various audiences
- Ability to work well independently and work effectively within an interdisciplinary health care team, provide nursing leadership and maintain excellent working relationships
- Proven experience in group facilitation and adult education modalities
- Excellent verbal and written communication skills in English
- Working knowledge of and adherence to the Personal Health Information Privacy Act
- Respects and values the diversity of communities and individuals and able to integrate equity, diversity and inclusion (EDI) principles and anti-oppressive practices to improve access to care
- Background check, including vulnerable sector check is required.
- Valid Ontario driver's license and access to a vehicle as outreach in the community and home visits are required
- The ability to offer services in a second language is an asset

#### **Work Location:**

The work environment for this position involves providing in-person services in the clinic and a variety of community settings. Occasional weekend and/or evening coverage may be required.

#### **Why Join Our Team:**

We offer a competitive compensation package, including HOOPP pension. We are a dynamic and innovative team focused on supporting our community and our multi-disciplinary approach to care offers cross-collaboration and enhanced opportunities for learning. We offer a culture that is respectful, welcoming and inclusive, we have a strong health and safety focus and are committed to supporting a work/life balance for our team members.

#### **How to Apply:**

Qualified applicants are asked to forward their cover letter and resume by February 24, 2026 to:



Human Resources at [humanresources@burlingtonfht.com](mailto:humanresources@burlingtonfht.com)

For more information on the Burlington Family Health Team, please visit our website at [www.burlingtonfht.com](http://www.burlingtonfht.com)

We thank all applicants for their interest, only those selected for an interview will be contacted. No phone calls please.

*The BFHT is an equal opportunity employer and supports diversity, equity and a workplace free from harassment and discrimination. We encourage applications from all qualified candidates, including women, persons with disabilities, members of visible minorities and aboriginal persons, individuals of diverse gender and sexual orientation and all groups protected by the Human Rights Code. The BFHT is committed to an inclusive and accessible process for recruitment, selection, and assessment. Accommodations are available upon request at any point in the selection process by notifying the recruitment staff.*