

Position: **Registered Practical Nurse**

Job Type: Full-time

Reporting to: Executive Director or delegate

Hourly Wage: \$25.85 – \$27.81

Closing Date: September 9, 2026

The Burlington Family Health Team (BFHT) provides team-based primary care and programming. We seek to hire an enthusiastic and skilled **Registered Practical Nurse** (RPN) to join our team. The ideal candidate is an intuitive, adaptable, self-directed health professional with a passion for primary care and a strong commitment to providing and improving team-based patient care in the community.

Position Summary:

The RPN will deliver 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 member of an interdisciplinary health care team, the Registered Practical Nurse works within the full scope of RPN practice to provide assessment, education and intervention for patients of all ages, but with a particular focus on adults, including older adults. Our older adult programs and services 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, including patient homes.

Key Responsibilities:

- Work within the full scope of the registered practical nurse in accordance with the College of Nurses of Ontario standards.
- Work collaboratively as a member of the Community Remote Care Monitoring Program, the Memory Care program, Aging Well other programming to provide interdisciplinary care for older adults.
- Conduct patient assessments and create personalized care plans that address specific health conditions and goals for patients.
- Identify, develop and implement services and programs that support health, prevent hospital admissions and facilitate transitions, including transitions from hospital to home.
- 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.

- Communicate effectively to provide education and counsel patients and their families on their age-related health issues in collaboration with other health care providers to support and maximize self-management of chronic diseases
- Apply evidence-based clinical practice guidelines and best practices to screening, monitoring, and assessment of patients' physical and emotional well-being
- Assist patients (and their caregivers) to identify and use health resources, including those available in the community and from community agencies
- Develop patient resources and materials to support patient education
- Maintain complete and accurate patient records, utilizing the Telus Collaborative Health Record (CHR) and other BFHT-approved electronic medical records.
- 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
- Attend clinical rounds (weekly) with the care team to discuss patient care and updates
- Participate/prepare reports as required

Education and Qualifications:

- Current registration in good standing as an RPN with the College of Nurses of Ontario
- Current CPR Certification
- Registered Practical Nurse Diploma or Bachelor Degree in Nursing
- 2-3 years of clinical experience, preferably in a primary care setting, working with older adults, including patients with COPD, CHF and other chronic conditions
- Excellent communication skills in English, both spoken and written
- Demonstrated ability to assist patients, family members, or other clients with concern and empathy, respecting their confidentiality and privacy, and communicating in a courteous and respectful manner
- High degree of resourcefulness, flexibility, and adaptability
- High level of critical and logical thinking, analysis, and /or reasoning to identify underlying principles, reasons, or facts
- Comprehensive understanding of PHIPA requirements to ensure patient privacy and confidentiality
- Access to a private, dedicated workspace free from distractions if/when working remotely
- Valid Ontario Drivers License and vehicle access (mileage is reimbursed)
- Background check, including vulnerable sector check is required.

- The ability to offer services in a second language is an asset

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 September 9, 2026

Human Resources at humanresources@burlingtonfht.com

For more information on the Burlington Family Health Team, please visit our website at 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.