

Join our Team

Inviting applications for the position of: COMMUNITY NURSE OUTREACH (RN)

Location: Brockville
Hours: 0.8fte to 1.0fte – 56hrs to 70hrs bi-weekly
Term: to March 31, 2026
Salary Range: \$63,384 - \$79,275 annually or \$37.024-\$43.558 hourly
Start date: as soon as possible

Who we are:

Rideau Community Health Services (RCHS) is a non-profit, community-governed health and social service agency that provides comprehensive primary care, health promotion and community development services. Working with partners to provide integrated health and wellness services for various communities throughout Leeds, Grenville and Lanark counties.

What we offer:

- Competitive Rates
- Pension Plan - HOOPP
- Generous paid time off
- Team Work
- Professional Development opportunities
- Work/Life Balance and Supportive Culture

Submit your expression of interest in the form of cover letter and resume by July 25, 2025

To Human Resources hr@rideauchs.ca All applications are considered confidential.

RCHS is accountable to employees, clients and to the government of Ontario for meeting the standards set by the Accessibility for Ontarians with Disabilities Act, 2005 ("AODA") and its regulations. RCHS is an equal opportunity employer, respecting and embracing the needs and diversity of our employees. If you require an accommodation to fully participate in the hiring process, please call 613-269-3400, ext. 228.



POSITION TITLE: Community Nurse - Outreach

DEPARTMENT: Primary Care

REPORTS TO: Manager, Primary Care

SUMMARY: The Community Nurse will act as a health care and IPAC resource to Ministry of Children, Community and Social Services (MCCSS) funded congregate living settings in Leeds Grenville and Lanark (LGL). This includes residential settings for adults and children funded by MCCSS, shelters and supportive housing. The Community nurse functions as a member of RCHS's primary care and community services teams in the provision of health care and IPAC expertise, oversight, and leadership. The community nurse will connect to the South East IPAC Hub team and work with partners from across the local health system to ensure that IPAC guidance and supports are available to congregate living settings in the region.

REPRESENTATIVE ACTIVITIES:

- Work closely with MCCSS funded community nurses for LGL
- Identify and monitor IPAC training and practice needs for MCCSS-funded agencies within the LGL region.
- Maintain, strengthen, and add to the network of service providers and experts, working to align local resources to meet IPAC needs for both prevention and response.
- Bring forward and escalate issues of concern that are outside scope through established mechanisms with ministry partners.
- Maintain breadth of knowledge of current IPAC guidance to support and assist with IPAC practice direction within agencies.
- Establish a communication network and system to share information and resources with agencies across the LGL region and beyond. Leverage existing structure, mechanisms, and expertise wherever possible.
- Facilitate capacity and competency development among community-based service providers through training, resource development and monitoring.
Promote health, wellness and prevention for individuals living in MCCSS funded congregate settings in LGL.
- Provide assessment, training and follow up concerning controlled act procedures following a determination of whether the procedure falls within the "routine activity of daily living"
- Work effectively with physicians, other health care professionals, clients, families, and congregate living staff as part of a multi-disciplinary team
- Recognize deficits within community health services which may require augmenting and or advocating for the development of a service to meet an individual's specific needs
- Empower clients and caregivers to develop the knowledge and confidence to advocate for themselves



- Develop relationships with clients, support staff, families, and service agencies to support the uptake of IPAC guidelines and promote quality health care.
- Act as a resource for agencies, clients, families, and caregivers
- Maintain accurate records as per College of Nurses of Ontario documentation standard
- Perform other related duties, as assigned.

COMMON RESPONSIBILITIES:

- Work in a manner that preserves confidentiality and seeks to minimize risk
- Work in a manner that incorporates health promotion and recognizes the determinants of health
- Incorporate and strengthen collaborative and interdisciplinary teamwork
- Respect and value the diversity of communities and individuals
- Maintain competence and professional licence to practice
- Support the student and volunteer placement programs
- Promote awareness of and participate in RCHS activities
- Contribute to the work by participating in meetings and committees
- Work both regular and extended hours of operation in locations identified by RCHS
- Contribute to RCHS' practices of hiring, orienting, training and mentoring staff
- Contribute to the efforts to secure and maximize resources for current and new programs, services and activities
- Participate in efforts to enhance capacity through staff development
- Support and comply with the Occupational Health and Safety policies and procedures

QUALIFICATIONS:

- Current certificate of competence from the College of Nurses of Ontario.
 - BScN or RN diploma from a recognized college or university
- Minimum five years nursing experience including working in a community setting, and in the development and delivery of health education and promotion programs.
Must be accountable as per College of Nursing standards as it relates to professionalism
Must have exceptional community engagement experience
Leadership skills including critical thinking and highly motivated to work independently
Flexible and willing to travel extensively
- Experience in IPAC systems and processes an asset.
- Ability to network and develop strong working relationships with stakeholders.
- Familiarity and experience working with individuals with developmental disabilities; marginalized groups and those living in congregate living settings.
- Experience working with MCCSS supported agencies.
- Familiarity and experience with a quality improvement initiative including program planning and evaluation.
- Knowledge of relevant sections of legislation i.e., Health Care Consent Act, Developmental Services Act, Personal Health Information Act.
- Strong health assessment and clinical skills.



- Excellent communication skills and experience working in an interdisciplinary team.
- Strong computer skills, with excellent oral and written communication skills.
- Ability to communicate in both official languages considered an asset.
- Current CPR and First Aid.
- Current G license and access to reliable transportation.

OTHER

- Ability to work flexible hours based on program needs
- Canadian Criminal Record Check/Vulnerable Sector Check that are satisfactory to RCHS