



Job Description	
Title	Nurse Practitioner
Reports to	Manager, Primary Care
Position Type	Permanent; full-time 1.0 FTE (35 hours/week)
Salary	\$57.06 - \$67.13 per hour
Vacancy Status	New Vacancy
Location	Kingston, ON

### Position Summary

The Nurse Practitioner is a member of the multi-disciplinary primary health care team responsible for delivering high-quality primary care. The emphasis is on holistic care, health promotion, and disease prevention, and providing care through a trauma and violence informed lens. The Nurse Practitioner works as an integral part of clients' healthcare team and in collaboration with an MD and a multi-disciplinary allied health team. This position provides a combination of primary care responsibilities, supporting the transgender health care program, as well as supporting newcomer health.

The Nurse Practitioner, in partnership with other team members and collaborators, seeks to provide culturally and linguistically appropriate care to all clients as part of their commitment to providing safe, person-centered care. The Nurse Practitioner is responsible and accountable for their practice. This position provides comprehensive, on-going primary care to a panel of clients while also contributing to providing access to care for unattached populations through various population health initiatives and access clinics at Midtown Kingston Health Home such as; sexual and reproductive health services, newcomer health, well baby care, and preventive care

Key Responsibilities	Detailed Responsibilities
Client Care	<ul style="list-style-type: none"><li>Works within the scope of practice set for a Nurse Practitioner and provides primary health care to clients, including assessment, care, and support in navigating the health-care system.</li><li>Uses an approach that is client-centred and non-judgemental, taking into account environmental, social, psychological, and medical risk factors (social determinants of health) in a manner that is safe, can be understood by clients, appropriate to their family situation and attuned to their background (ex: LGBTQ+ populations, refugees, newcomers).</li><li>Works with and refers to other members of the care team or other health care professionals to ensure clients receive comprehensive and appropriate health care.</li><li>Acts as a health advocate for clients and uses health care resources effectively.</li><li>Assesses clients for routine health and illness care, prescribes treatment, prescribes medications, orders diagnostic tests, and promotes chronic disease self-management principles as appropriate.</li><li>Remains accessible to clients during the hours of service scheduled by KCHC, at on and off-site locations and provides home visits as required.</li></ul>



	<ul style="list-style-type: none"> <li>As a member of multi-disciplinary team, participates in case consultations, shared care with allied health professionals and specialists, and other forms of team-based collaborative care.</li> <li>Counsels and educates individuals on health and lifestyle issues and evaluates the effectiveness of education and counseling approaches and strategies.</li> </ul>
Population Health & Quality Improvement	<ul style="list-style-type: none"> <li>Employs a quality improvement approach to population health efforts and client care interventions.</li> <li>Participates in team meetings and collaborative efforts to improve quality care to clients.</li> <li>Fosters a positive team environment to support effective communication and shared care.</li> <li>Contributes to and takes a lead on quality improvement initiatives.</li> <li>Identifies areas where development of protocols and procedures are needed to improve client services or to promote more effective staff functioning.</li> <li>Assists in health services planning and programming by participating on committees, supporting programs, and sharing information about identified health needs within the community as obtained through client encounter.</li> <li>Maintains accurate records of clients' visits and encounters, including phone encounters, using the charting and recording formats established by Kingston Community Health Centres.</li> </ul>

### Organizational Responsibilities

- Complies with all relevant legislation and KCHC policies, including privacy laws.
- Commits to acquiring an understanding of the importance of trauma responsiveness and the impact of Adverse Childhood Experiences (ACEs)
- Commits to demonstrating an ongoing commitment to Equity, Diversity, Inclusion, Indigenization and Accessibility (EDIIA) by representing the diverse nature of our communities, promoting and practicing inclusion.
- Supports consistent application and development of KCHC policies and procedures.
- Supervision of trainees/learners; Supports KCHC's student and volunteer placement programs.
- Promotes awareness of and participation in KCHC activities.
- Demonstrated commitment to continuous learning and quality improvement.
- On occasion, perform other temporary duties as required.

### Basic Education and Experience Requirements

- Registration as Registered Nurse in the Extended Class, Ontario College of Nurses and in good standing.
- Experience supporting specific populations including refugees and newcomers, LGBTQ+ clients, Indigenous clients, clients with addictions, mental health, and/or complex psycho-social issues – preferred.
- Three years nursing experience in a community setting or combination of community and hospital or public health settings an asset; experience in a primary care setting a strong asset.
- Experience supporting specific populations including LGBTQ+ clients, Indigenous clients, clients with addictions, mental health, and/or complex psycho-social issues – preferred.
- Experience with Quality Improvement (asset).
- Experience with Transgender care (asset).

### Knowledge, Skills and Abilities



- Knowledge of management of clients with addictions and mental health diagnosis.
- Demonstrated ability to work collaboratively with communities impacted by the social determinants of health.
- Demonstrated ability working in harm reduction, trauma informed, anti-racist, and decolonizing environments.
- Demonstrated ability to work respectfully with Indigenous communities.
- Excellent oral and written communication skills.
- Demonstrated ability to attend work on a regular basis and ability to meet the physical demands of the position.
- Excellent organizational skills and above average attention to detail.
- Excellent interpersonal skills with ability to engage marginalized clients, and a commitment to being a team player.
- Proficiency in the use of computers and relevant software applications (Microsoft Office), including Electronic Medical Record software.

### Competencies

**Organizational Competencies:** Accountability, Client Focus, Collaboration, Continuous Learning

**Position Competencies:** Attention to Detail, Communication, Knowledge/Professional/Technical Expertise, Negotiation, Problem Solving, Teamwork, Time Management.

### Other Requirements

- Current and satisfactory Criminal and Vulnerable Persons Check.
- Immunization records.
- Availability for evening or weekend shifts an asset, and minimum requirement for after-hours access.
- French language is an asset.

### Application Instructions

- Please include a cover letter clearly outlining how your skills and experiences correspond with the specific job qualifications along with your resume.
- Save all documents as a single PDF file using your own name (Last, First).
- Email to [hr@kchc.ca](mailto:hr@kchc.ca) citing reference 2025-35-KCHC in the subject line.
- Applications must be submitted to <https://kchc.bamboohr.com/careers/32> by Wednesday, July 23, 2025, at 11:59pm.

**As a registered professional, to abide by and be accountable to the ethics and standards set out by the relevant regulatory body of the profession.**

**All KCHC staff have a duty to understand and follow KCHC policies, uphold high ethical and professional standards, and maintain confidentiality and privacy, using tact and good judgment in all dealings with other staff and clients.**

**KCHC is an equal opportunity employer, respecting and embracing the needs and diversity of our employees. If you require accommodation to fully participate in the hiring process, please notify Human Resources.**

**KCHC is a proud Living Wage employer!**

**Kingston Community Health Centres, 263 Weller Ave. Kingston ON, K7K 2V4 [www.KCHC.ca](http://www.KCHC.ca)**