

Job Title: Nurse Practitioner (1.0 FTE)

Together, we do amazing things every day.

Imagine a supportive employer, a career that fits your lifestyle, and many learning opportunities. With the Hamilton Family Health Team, you can have all of that, and more. We work hard to create an innovative and diverse workplace that values the contributions of our employees. No matter what your role, working with us is about making a difference – every day!

Your Opportunity:

The Nurse Practitioner (NP) at the Eva Rothwell Centre is a full-scope primary care provider within Hamilton Family Health Team's NP-led model at this equity-focused site. The NP holds an enrolled patient panel and is responsible for the full continuum of primary care delivery -- from episodic and preventive care through to chronic disease management, care coordination, and patient advocacy -- for a population experiencing significant health and social complexity.

The NP practices in accordance with the College of Nurses of Ontario standards for the Extended Class, HFHT policies and procedures, and applicable Ontario legislation.

Roles and Responsibilities:

Primary Care and Chronic Disease Management

- Provide comprehensive, longitudinal primary care to an enrolled patient panel with a high burden of chronic and complex disease
- Diagnose, treat, and manage chronic conditions including but not limited to diabetes, hypertension, COPD, heart failure, chronic pain, and mental health conditions
- Develop and implement individualized care plans in collaboration with the patient and interprofessional team
- Conduct regular reviews of medications, investigations, and care goals for patients with multiple comorbidities
- Support patients in self-management, health literacy, and navigation of the health system

Preventive Care, Well-Woman, Well-Baby, and Prenatal Care

- Provide well-woman care including routine health screening, Pap tests, reproductive health counselling, and contraception management
- Deliver well-baby and well-child visits including growth and developmental surveillance, immunizations, and caregiver education
- Provide prenatal primary care including initial assessment, ongoing monitoring, prenatal education, and coordination with obstetric and midwifery services
- Administer and prescribe immunizations in accordance with Ontario immunization schedules, HFHT medical directives, and CNO standards
- Conduct proactive outreach and recall for overdue preventive screening and immunizations within the enrolled panel

Episodic and Urgent Care

- Assess and manage acute and episodic presentations within NP scope, with appropriate escalation and referral
- Conduct telephone triage and same-day appointments in response to urgent patient needs

- Collaborate with the RPN and clinic team to manage patient flow and ensure timely, appropriate care

Care Coordination and Navigation

- Lead care coordination for high-complexity patients, facilitating communication across HFHT team members, specialists, and community partners
- Initiate and participate in interprofessional care conferences and case reviews
- Facilitate warm handoffs to social work, dietetics, pharmacy, community health workers, and Eva Rothwell Centre community programming
- Support patients in accessing housing, income supports, legal services, and other social determinants resources in collaboration with the social medicine team
- Serve as a clinical point of contact for community partners including the Eva Rothwell Centre, Thrive Group, and McMaster University research collaborators

Documentation and Quality

- Maintain accurate, timely, and complete EMR documentation in accordance with CNO standards and HFHT policies
- Participate in quality improvement activities including chart audits, data collection, and QI project implementation
- Contribute to the development and review of clinical protocols, medical directives, and care pathways relevant to the Eva Rothwell population
- Support students, learners, and new team members as appropriate

Qualifications and Skills:

- Current registration in good standing with the College of Nurses of Ontario in the Extended Class (NP-EC or NP-PHC)
- Master's degree in Nursing or recognized NP education program
- Current Basic Life Support (BLS/CPR) certification
- Demonstrated experience or commitment to equity-centered, trauma-informed, and culturally safe primary care
- Strong clinical reasoning, independent decision-making, and comfort with diagnostic and prescribing scope
- Excellent interpersonal and communication skills, with the ability to build trust with patients experiencing significant social and health complexity
- Experience with electronic medical records (Telus PS Suite preferred) considered an asset

Why join the HFHT?

Competitive Employee Value Proposition including, but not limited to:

- Healthcare of Ontario Pension (HOOPP)
- Extended health care benefits including health, dental, vision & critical illness insurance
- Meaningful, purpose-based work
- 12 paid Stat holidays and one (1) extra float day
- On-site parking

- Ongoing green initiatives

Summary

Classification: Non-Union

Primary Location: Hamilton – Eva Rothwell Centre

Employee Class: Full-Time 1.0 FTE

Schedule: Monday – Friday

Date Available: ASAP

Salary: \$125,000 - \$142,805.79

Application Instructions

Interested applicants please submit résumé and cover letter as one document using naming convention *Last name, First name_Position* by email: hr@hamiltonfht.ca

Note:

If successful in receiving a job offer with the Hamilton Family Health Team, new hires may be required to provide proof of full COVID-19 vaccination prior to start date as a condition of their employment. If successful candidates are unable to get their COVID-19 vaccination as a result of a medical exemption, they may be required to submit supporting documentation to establish that they are exempt from this requirement.

The HFHT is committed to building a respectful, caring, equitable, and inclusive workplace where staff reflect the diversity of the communities that we serve. As such, we welcome applications from all qualified individuals including all equity-deserving groups. In addition, we are committed to accessibility and creating a barrier free hiring process in accordance with the Ontario Human Rights Code, and the AODA (Accessibility for Ontarians with Disabilities Act, 2005). Accommodation is available upon request at any point in the selection process by notifying the recruitment staff.