Job Posting
Registered Practical Nurse
Ed's House, Northumberland Hospice Care Centre
(Casual Positions)

Reporting to the Clinical Manager, Clinical Lead or Registered Nurse, the Registered Practical Nurse (RPN) will be responsible for providing professional, evidence-based, client-centred care for individuals receiving care at Ed's House, Northumberland Hospice Care Centre, including all aspects of client and family care in accordance with the Regulated Health Professionals Act, College of Nurses of Ontario Standards and Hospice Palliative Care Standards.

The RPN will work in collaboration with an interdisciplinary team. They will provide care and be part of a care delivery team with, but not limited to, the Medical Director, Clinical Manager, Registered Nurse (RN), Supportive Care Counsellor, food service and any volunteers assigned to Ed's House. The RPN will complete admission assessments and care-planning across the domains of physical and psychosocial care, lead and provide client care, use critical thinking skills to recognize when to use validated assessment tools.

Primary Duties and Responsibilities:

- Plans individualized appropriate care for clients through assessment and consultation with the client, and/or substitute decision maker as appropriate regarding needs, wishes and preferences for care.
- Provides competent, evidence-based clinical care that respects client autonomy and uses critical thinking skills.
- Engages in interdisciplinary consultation with external care partners as necessary to provide client centered, evidence-based care.
- Demonstrated expertise with pain and symptom assessment and management in clients receiving palliative care.
- Identifies opportunities for resident participation in decisions that affect the residents' rights and lifestyle and assist staff in encouraging the residents' participation in the decision-making process.
- Administers medication appropriately including participating in: narcotic control, management of medications, application of treatments and dressings, transcription of Physician/NP orders, and other skills as required.
- Participates in mandatory education/training in-services for skill development and updates on new and/or relevant information on best practices.

Qualifications:

- Registered Practical Nurse in good standing with the College of Nurses of Ontario with the requisite practice insurance.
- RPN diploma with demonstrated commitment to continuous learning.
- Completed or ongoing palliative education. For example, CAPCE, Fundamentals of Palliative Care, LEAP or equivalent educational courses in another jurisdiction.
- Demonstrated experience providing hospice palliative care in community, hospital or appropriate long-term care setting is preferred.
- Demonstrated evidence of client-centred approach to care and ability to work with families.
- Skills in client assessment, planning, communicating with doctors, nurse practitioners and other health professionals.
- Demonstrated knowledge of infection control.
- Ability to communicate professionally and compassionately with clients and families as well as health care providers.
- Demonstrated expertise with pain and symptom assessment and management.
- Experience collaborating with unregulated health providers and volunteers in a team environment.
- Demonstrated computer skills (Word, Excel, Outlook, databases, and effective internet research).
- Willingness to perform any other duties to ensure that Ed's House operates in an effective, professional and home-like manner.

Working Conditions:

- Ability to work 12-hour shifts, as required, including nights.
- Fast paced, highly detailed environment.
- Physical ability and stamina to provide personal and clinical care to clients throughout a 12-hour shift.
- Ability to lift and carry utilizing appropriate body mechanics and lifting techniques.
- Ability to: grip, walk, sit, stand, reach, kneel, crouch, push/pull, climb stairs, regularly lift and/or move up to 50 lbs.

Qualified applicants are asked to submit a detailed resume to careers@commcare.ca by 4:00 pm, November 13, 2026

Community Care Northumberland *is a non-profit, multi-service, volunteer-based community support organization serving residents of Northumberland County. www.commcare.ca*

In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), CCN will provide accommodation in all parts of the hiring process as required, upon request from applicants.

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