

STAR Family Health Team

Currently seeking a

Registered Nurse (Full-Time) - Tavistock

The STAR Family Health Team delivers comprehensive primary health care services across three clinics, supported by a dedicated team of healthcare professionals including physicians, nurse practitioners, nurses, mental health workers, dietitians, pharmacists, and psychologist.

We are seeking an experienced and compassionate **Registered Nurse (RN)** to join our team, based in our **Tavistock clinic**.

As a key member of our interdisciplinary healthcare team, the RN provides **full-scope nursing care in a primary care setting**, working collaboratively with physicians and other healthcare professionals.

The RN will support patients through a broad range of needs, including **triage and same-day care, chronic disease management, health promotion, disease prevention, patient education, care coordination and ongoing follow-up**.

The successful candidate will be comfortable working independently within their legislated scope of practice, using sound clinical judgment to assess patient needs, develop and implement care plans, provide treatment and interventions, and recognize when consultation or escalation is required.

What You'll Do

- Provide **direct, full-scope nursing care** to patients across the lifespan in a primary care setting.
- Conduct comprehensive nursing assessments
- Provide triage, same-day and episodic care based on patient needs and clinical urgency.
- Assess changes in patient status, determine appropriate interventions and escalate care to the Most Responsible Provider (MRP) or other healthcare professional when required
- Provide nursing treatments and procedures within the RN's legislated scope, organizational policies, medical directives and individual competencies
- Support patients with **chronic disease management**, including assessment, monitoring, education, self-management and follow-up
- Provide health promotion and preventive care, including screening, immunization and other evidence-informed interventions within scope
- Develop and implement **patient-centred, strength-based care plans** in collaboration with patients, families/caregivers and the healthcare team
- Provide patient and family education and support informed decision-making
- Incorporate social determinants of health into assessment, care planning and service delivery
- Support patients in navigating and accessing appropriate community resources, programs and services
- Provide nursing expertise and clinical consultation to the interdisciplinary team
- Maintain accurate, timely and comprehensive documentation in the electronic medical record
- Provide clear communication and handover to support continuity and coordination of care
- Participate in programs and initiatives that respond to the health needs of the patient population
- Provide clinical support during physician and other MRP appointments as required
- Participate in meetings and activities at other clinic locations as needed

What We're Looking For

We are looking for an RN who is **clinically confident, collaborative, adaptable and committed to patient-centred care**. You will be comfortable balancing independent nursing practice with strong teamwork and communication.

Required Qualifications

- Diploma or Bachelor of Science in Nursing from a recognized college or university.
- Current registration and **good standing with the College of Nurses of Ontario (CNO)**.
- Current membership with **RNAO**.
- Proof of professional liability insurance.
- **3–5 years of experience providing full-scope nursing care**, preferably in primary care, community care or a Family Health Team setting.
- **Primary Care Nursing Certificate or equivalent training**.
- Demonstrated experience conducting independent nursing assessments and providing evidence-based patient care.
- Demonstrated **clinical judgment, critical thinking and problem-solving skills**, including the ability to recognize when consultation or escalation is required.

The following certifications or experience would be considered an asset:

- Chronic Disease Management certification/training
- Diabetes Education
- MoCA training
- RN Prescribing education
- Experience working within a Family Health Team or other interprofessional primary care environment

Key Skills & Abilities

- Strong **clinical assessment, decision-making and clinical reasoning** skills.
- Ability to practice independently within the RN's legislated scope while recognizing when collaboration or escalation is required.
- Knowledge and experience in **primary care, health promotion, disease prevention and chronic disease management**.
- Understanding of the **social determinants of health** and experience supporting patients experiencing physical, mental health or social barriers to care.
- Excellent interpersonal, communication and relationship-building skills.
- Strong organizational and time-management skills with the ability to manage multiple priorities.
- Ability to work effectively within an interdisciplinary team while maintaining accountability for independent nursing practice.
- Ability to adapt quickly to changing patient and clinic needs.
- Strong patient education and counselling skills, with the ability to support patients in self-management and informed decision-making.
- Proficiency with computer software and **electronic medical records (EMRs)**.
- Experience with **TELUS PS Suite and OceanMD** is an asset.

Why Join Us?

This role offers the opportunity to work as part of a **collaborative, interdisciplinary primary care team** where nursing expertise is valued and where you can have a direct impact on the health and well-being of patients and the broader community.

If you are an RN who enjoys **clinical variety, independent practice, collaboration and building strong relationships with patients**, we would love to hear from you.

Pay: Up to \$37.00 per hour

Expected hours: 37.5 per week

Benefits:

- Dental care
- Extended health care
- On-site parking
- Paid time off

Work Location: In person

If you are an enthusiastic Nurse Practitioner and would like to be part of this supportive and progressive Family Health Team, please submit a cover letter and your resume by email to:

Nicole Johnson
Executive Director
jnicole@starfht.ca
STAR Family Health Team