

# External Posting



## Registered Nurse (RN), Black Health and Social Services Hub

**Permanent Full Time Position: 35 hours per week**

**Expected Start Date: March 30, 2026**

**Salary: \$68,680.63 - \$81,039.25 per year (\$37.74 - \$44.52 per hour)**

**Sites: Various locations across the Peel Region**

**Number of Positions: 2**

*This is an existing opening. No Artificial Intelligence tools will be used to screen, assess or select candidates*

### Available Positions

**2 Permanent, Full-Time Positions (35 hrs per week)** Supporting our Mobile Health Unit and our clinics at our East Mississauga and Brampton sites

### Organization Background

The Black Health and Social Services (BHSS Hub) is an Afrocentric, culturally-affirming hub offering primary health care, social services and mental health and addictions support to Black, African and Caribbean (BAC) communities in Peel Region.

Roots Community Services, LAMP Community Health Centre and the Canadian Mental Health Association (CMHA) Peel Dufferin are partnering to offer this initiative which was being designed with the holistic health of the individual as the primary focus. This ensures that services are easily accessible and closer to home for Black, African and Caribbean (BAC) communities in Peel.

Our organization is grounded in principles of health equity, and we are committed to delivering services and programs through an anti-racism, anti-oppression lens. We strive to create a healthier community by putting people first and addressing systemic barriers to care.

### Job Summary

At the heart of our work is an interdisciplinary approach that delivers holistic, community-based care – with a strong focus on individuals who experience barriers to accessing health services. Our team is deeply committed to inclusivity and works within the social determinants of health framework, emphasizing prevention, health promotion, and client education.

Reporting to the Manager, Primary Health Care, the **Registered Nurse (RN)** is accountable for the provision of high-quality nursing care to clients as per the standards of the regulated profession, and in keeping with licensed requirements of the College of Nurses of Ontario. The RN will also provide other appropriate service to clients as assigned which may include (but not limited to): administrative tasks, performing a range of medical and laboratory procedures as appropriately delegated, maintaining equipment and medical, laboratory and pharmaceutical supplies, as well as triaging clients with medical and socially complexed needs across the Peel Region.

### Primary Responsibilities

- **Clinical Assessment** – Conducts delegated health assessments, including histories and well adult/child/baby exams.
- **Intake & Triage** – Serves as a resource for intake; manages routine and urgent patient calls, updates providers, coordinates emergency referrals, arranges specialist and ER follow-ups.
- **Complex Needs Management** – Identifies and prioritizes complex cases; monitors and educates

patients; supports care planning, case management, and team decision-making.

- **Clinical Procedures** – Performs venipuncture, ECGs, spirometry, immunizations, vaccine management, injections, urine BHCG, ear irrigation, and throat swabs with proper documentation and inventory oversight.
- **Home Visits** – Provides home-based vitals assessment, injections and health teaching as required.
- **Documentation & Quality** – Maintains accurate, timely EMR documentation; adheres to privacy policies; participates in chart and case reviews and quality initiatives.
- **Teamwork & Professionalism** – Collaborates with nurse practitioners, physicians, social workers, dietitians, and others to support a safe, respectful, and equitable care environment.
- Other duties as assigned by Manager

### Organizational Responsibilities

- Demonstrate and uphold the organization's Vision, Mission, and Core Values.
- Follow all organizational policies, procedures, and relevant legislation.
- Maintain confidentiality and ensuring the secure handling of agency records.
- Contribute positively to teamwork, communication, and collaborative service delivery.
- Maintain a safe work environment and adhering to health and safety guidelines.
- Participate in supervision meetings and required trainings.
- Support Africentric values, principles, and approaches in interactions and service delivery where appropriate.

### Required Qualifications

- Bachelor's degree in Nursing or equivalent combination of experience/education.
- Three to five years' experience; preferably in community-based care.
- Sound clinical judgment with regard to treatment recommendations.
- Superior problem-solving skills and flexible, with the ability to prioritize and time manage in a very busy office environment
- Excellent interpersonal skills necessary to work effectively across all levels of the organization's diverse workforce
- Excellent communication skills, both verbal and written, with the ability to clearly convey information and ideas
- Positive attitude and dependable with strong initiative and the ability to work both independently and in a team-oriented atmosphere
- Open minded, eager, and willing to constantly learn and improve one-self
- First Aid and CPR are requirements and must be kept current
- Valid Driver's License is an asset
- Experience with database applications (i.e. Electronic Health Records)
- Ability to learn new software quickly and willingness to continuously develop technology skills.
- Demonstrated commitment to and knowledge of the principles of primary health care, community-based health care, harm reduction practices, the social determinants of health and health promotion principles and values
- Knowledge of LAMP's local communities, priority populations and/or a second language that is reflective of the community being served are all preferable assets.
- Familiarity with Peel Region and experience serving African, Caribbean and Black communities preferred

### What We Offer

#### **For qualifying full-time employees:**

#### ***Comprehensive Health & Wellness Coverage***

- Extended health and dental: coverage for prescription drugs, vision, health practitioners and more
- Group life insurance
- Employee Assistance Program (EAP): free, confidential support

- Healthcare discounts via Altum Health for services like massage therapy and physiotherapy
- Free access to **Calm** (meditation, sleep stories, self-care tools) and employee engagement platform **Motivosity**
- 4 weeks of vacation to start plus paid sick days
- 11 paid statutory and organizational holidays
- Pension: membership in the **Healthcare of Ontario Pension Plan (HOOPP)**
- No 24-hour rotational shifts

#### ***Growth, Purpose & Community Impact***

- Paid orientation, ongoing training, and professional development opportunities
- On-site and e-learning, plus access to course fee support
- Opportunities to serve diverse communities through inclusive, client-centered care
- Collaborative work environment focused on innovation and continuous improvement
- Active involvement in internal/external committees and community partnerships
- A workplace committed to equity, diversity, and removing barriers to accessibility

*LAMP Community Health Centre is dedicated to achieving a workforce that reflects the diversity of the community it serves and encourages applications from equity seeking groups. Requests for accommodation due to disability can be made at any stage in the recruitment process.*

Please send your resume with a cover letter to **Human Resources:**

<b>Email Address</b>	<b>recruiting@lampchc.org</b>
<b>Subject</b>	<b>Job Opening for Registered Nurse (RN), BHSS Hub</b>
<b>External Deadline</b>	<b><i>Open until the position is filled</i></b>

***This is an ONA bargaining unit position***

***We thank all applicants for their interest. However, only those selected for interviews will be contacted. No phone calls please.***