

**CARSWELL CENTRE**

1871 Danforth Ave
Toronto, ON M4C 1J3
Tel: 416-699-7775
Fax: 416-699-7766

COXWELL SITE

#105-840 Coxwell Ave
Toronto, ON M4C 5T2
Tel: 416-469-6464
Fax: 416-469-6164

TAYLOR MASSEY

4 The Market Place
Toronto, ON M4C 5M1
Tel: 647-251-8195
Fax: 1-844-329-6384

Nurse Practitioner (NP) Permanent, Full-Time

Company Description

South East Toronto Family Health Team (**SETFHT**) is an academic primary care clinic affiliated with the University of Toronto. Our organization is comprised of a variety of Interdepartmental Healthcare Professionals (**IHPs**) that include: physicians, medical residents, nurse practitioners, registered nurses, social workers, registered dietitians, patient care coordinators, pharmacists, physician assistants and chiropodists, all supported by an exceptional administrative team.

SETFHT is a proud partner at the Health Access Taylor Massey (**HATM**) clinic, which enhances the primary care and interprofessional resources within the Taylor Massey community. SETFHT also leverages existing community supports, services, and partnerships in the community to improve access to comprehensive, equitable, and integrated primary and social care for local residents.

Position Profile

We are seeking a dedicated and skilled Nurse Practitioner (**NP**) to join our IHP team. The successful candidate will play a key role in providing comprehensive, patient-centred care through advanced clinical assessment, diagnosis, treatment, and ongoing management of acute and chronic conditions. Working collaboratively with physicians and other members of the IHP team, the NP will contribute to high-quality, accessible care in accordance with SETFHT policies, professional practice standards, and the regulations of the College of Nurses of Ontario (CNO). This role supports continuity of care, health promotion, disease prevention, and improved health outcomes for diverse populations.

This position provides nursing support across all three clinics, including the two SETFHT clinic locations at *840 Coxwell Avenue* and *1871 Danforth Avenue*, as well as the HATM clinic at *4 The Market Place*.

Employment Term

This is a permanent, full-time position.

Accountability

The NP reports and is accountable to the Chief Executive Officer (**CEO**) of SETFHT. All clinical decision-making outside the NPs scope must be done in consultation with the SETFHT Lead Physician and/or physicians of SETFHT.

Authority

The NP does not direct the activities of staff or function without direction from SETFHT's decision makers. The NP must comply with the practice standards set by their regulatory college.

Decision Making

On a regular and continuous basis, the NP exercises clinical judgment and assumes responsibility for decisions, consequences and results having an impact on people, costs and/or quality of service within SETFHT.

HEAD OFFICE

4th Floor - 1871 Danforth Avenue Toronto, ON M4C 1J3 T: 416-423-8800 F: 416-423-8803



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Role & Responsibilities

The NPs are encouraged to operate within their full scope of practice. They are required to work co-operatively with all staff at SETFHT in the promotion of patient health and prevention of disease.

- Diagnose, treat and prescribe within the scope of Registered Nurse, Extended Class, while adhering to evidence-based practice
- Monitor stable chronic illnesses
- Order and interpret diagnostic imaging reports within the scope of RN, Extended Class
- Implement appropriate health promotion and disease prevention strategies for patients and families
- Gather and document patient and statistical information as required
- Arrange physician consultation if illness or treatment is outside NP's scope of practice
- Arrange specialist referrals and appointments in consultation with a physician
- Liaise with community agencies as required
- Participate actively in the care of patients with complex needs, including home visits and participation in Interprofessional case rounds
- Being responsible and accountable for providing psycho-social assessments, service coordination, therapeutic and/or supportive counselling
- Taking accountability and responsibility for making referrals to various clinical resources, liaising between hospital and specialists as the patient's advocate
- Ensuring linkages to primary care, community outreach and education support
- Adhering to Occupational Health and Safety Legislation and SETFHT's Health and Safety Policies
- Observing and following all SETFHT's Policies and Procedures, including Incident Reporting Policy
- Demonstrated experience leading initiatives/projects with multiple partners and stakeholders
- Strong change management and project management skills
- Provides direction/leadership for the team as a coach and mentor
- Establish, organize and implement strategies and is responsible for the operations of its departments as well as the effective use of its resources (budget, staffing, etc.)
- Work with team members to identify knowledge/training gaps and develop educational materials and/or learning opportunities, as needed
- Strong coordination and capacity building skills with demonstrated experience supporting interdisciplinary work
- Excellent advocacy, communication and negotiation skills
- Commitment to the vision, goals and work of the organization
- Strong initiative with exceptional organizational skills to manage competing priorities and balance multiple projects

Skills & Qualifications

- Proven experience as an NP, preferably in a primary care setting
- Current and valid license with the College of Nurses of Ontario (CNO)
- Strong knowledge and understanding of primary health care as well as chronic disease prevention and management, preferably in a community setting



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- Demonstrated ability to work effectively and collaboratively in an interprofessional environment
- Experience in identifying learning needs and adult education techniques
- Demonstrated leadership, critical thinking and organizational skills
- Honed patient assessment and triage skills
- Commitment to providing compassionate and patient-centric care

Other Requirements

- Exceptional oral, written, and presentation skills
- Strong interpersonal, communication, and time-management skills
- Demonstrated flexibility and able to thrive in a dynamic, high-volume environment
- Ability to maintain a positive attitude in a high-pressure environment
- Excellent conflict management and resolution skills
- Experience working with low-income, multi-racial, multi-lingual newcomer communities
- Commitment to anti-oppression, anti-racist, LGBTQ+ positive framework
- Ability to work effectively within a diverse and multi-disciplinary team
- Available to work evenings and weekends, as required

The above responsibilities are not to be considered all inclusive; the individual may be assigned other related duties in the interest of efficient operations of SETFHT.

Hours of Work

The successful candidate must be available to work weekdays, primarily between 8:30 AM – 4:30 PM with the possibility of evening and weekend shifts

Compensation

- The rate of pay is based on experience and will range from \$60.05 - \$65.17 per hour
- This position includes enrollment in SETFHT's Health Benefits Plan
- This position includes enrollment in the Healthcare of Ontario Pension Plan (HOOPP)
- This position includes paid time off

Additional Information

Please note that the South East Toronto Family Health Team does not use artificial intelligence (AI) to screen, assess, or select applications for this position. All hiring decisions are made by people.

We thank all applicants for their interest but only those selected for an interview will receive acknowledgement. Please note that a criminal background check will be conducted for this position.

SETFHT supports a respectful and inclusive work environment for everyone and is committed to Anti-Oppression principles. We encourage qualified applicants of all ages, races, colour, ethnic origins, religions, abilities, gender identities and sexual orientations as well as persons with disabilities to apply for this position as it reflects the broad diversity of communities we work with.



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In accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (**AODA**), accommodations will be provided throughout the hiring process upon request.

SETFHT maintains a scent-free environment. All employees, students, volunteers, and visitors are to refrain from wearing fragrances and other scented personal care products (eg. perfumes, lotions, hairspray, etc.) while on the premises.

Job Contact Information

Human Resources

South East Toronto Family Health Team

E-mail: humanresources@setfht.on.ca

Subject: NP

