
VACANCY POSTING

Vacancy:	Nurse Practitioner
Description of Position:	Temporary Casual
Number of Vacancies:	1 Position
Unit:	Emergency
Wage Grid:	\$65.09 - \$76.14
Employee Group:	ONA
Shift Work:	Yes
Weekend Work:	Yes

Date Posted:	September 24, 2026
Closing Date & Time:	October 1, 2026 at 1700 hours
Reference Number:	#26-157 T-CAS NP ED

Please note: this posting is for an existing vacancy

ROLES AND RESPONSIBILITIES

PATIENT SAFETY

Every employee's responsibility is to ensure that the hospital's patient safety goal continues to be the centrepiece of our quality and risk management program and that every patient is treated within a safe environment. To ensure compliance with this goal, each employee must:

- Find, report, and prevent incidents/near misses or adverse effects
- Communicate/report areas of concern immediately to your Manager
- Complete a Near Miss Form or Incident Report to communicate or report incidents or near misses

SUMMARY OF POSITION:

The Nurse Practitioner (NP) in the Emergency Department is a highly skilled Registered Nurse in the Extended Class (RN(EC)), fully licensed with the College of Nurses of Ontario. Reporting directly to the Chief Nursing Executive, the NP serves as both an expert clinician, delivering evidence-based care in a dynamic emergency setting. Utilizing their clinical judgment and critical thinking, the NP leads comprehensive patient assessments, formulates accurate diagnoses, and develops individualized treatment and discharge plans. Through close collaboration with physicians, nurses and the interdisciplinary team, the NP ensures seamless, integrated medical care for a diverse patient population, consistently promoting optimal outcomes and patient safety.

NATURE AND SCOPE OF WORK

Clinical Practice:

- Perform according to the Standards of Professional Practice set out by the College of Nurses of Ontario and in compliance with WDMH policies, procedures, and standards.

- Exercise full scope of NP practice, including autonomy in discharge, treatment plans, and consulting with physicians as required.
- Independently assess and manage patients, including those with complex needs if needed (e.g., geriatrics, mental health), and determine when physician intervention is required for higher acuity cases.
- Initiate orders for treatments, medications, and diagnostic tests; perform minor procedures as necessary.
- Provide clinical leadership, education, and consultation to nursing and interdisciplinary teams.
- Participate in care conferences, discharge planning, and quality improvement initiatives to support patient flow and reduce wait times.
- Liaise between patients, families, healthcare team members, and community partners.
- Maintain complete and accurate medical records, participate in chart reviews, and refer clients to other health professionals as appropriate.

Education and Knowledge Translation

- Provide formal and informal teaching and coaching to interprofessional team members.
- Participate in planning, implementing, and evaluating learning resources and health education programs for patients and families.
- Analyze and synthesize research and best practices to enhance quality patient care

Quality Assurance and Leadership

- Participate in staff meetings, development sessions, and hospital committees.
- Assist with risk management, quality assurance, and continuous quality improvement processes.
- Identify areas for protocol and procedure development or review.
- Advocate for patient safety and contribute to a culture of innovation and excellence.

QUALIFICATIONS

- Registered Nurse Extended Class License (RN(EC)) in good standing with the College of Nurses of Ontario.
- Master's degree in nursing or equivalent preparation.
- Acute Care Nurse Practitioner Certificate or equivalent specialization.
- Current certification in Advanced Cardiac Life Support (ACLS), Pediatric Advanced Life Support (PALS), Trauma Nursing Core Course (TNCC), and CPR Level-C Healthcare Provider required; Neonatal Resuscitation Program (NRP), CTAS, ENPC certification preferred.
- Minimum two years' experience as a Nurse Practitioner in a critical care/emergency environment preferred.
- Demonstrated clinical competence in emergency nursing care.
- Strong organizational, conceptual, and leadership skills.
- Advanced practice skills in assessment, diagnosis, therapeutic management, communication, collaboration, and innovation.
- Ability to work autonomously and collaboratively in a multidisciplinary team.
- Membership in RNAO and NPAO preferred.
- Commitment to continuing competency standards and professional development
- Strict confidentiality of all patients and hospital related information
- Ability to lift and transfer patients
- Excellent attendance and appropriate availability to fulfil shift commitment
- Responsible for his/her own professional development
- Ensure that patients are treated within a safe environment
- Obtain a satisfactory Police Check (vulnerable sector)

ALIGNMENT WITH WDMH COMMITMENT STATEMENT

The duties and responsibilities of this position include alignment with the Winchester District Memorial Hospital's Commitment Statement. It is the Hospital's mandate to ensure that all employees adhere to the following as a duty of their employment:

Our Commitment

We are here to care for our patients with compassion - close to home and with our partners.

We pursue excellence in all we do.

We are one team. We value respect, accountability, innovation, and learning.

APPLICATION INFORMATION

Further information is available from **Shannon Horsburgh at extension #6325**. Interested employees should apply in writing, by email only indicating their qualifications to Brenda Fancey, Corporate Manager - Recruitment, Compensation and Benefits at bfancey@wdmh.on.ca. When applying for any posted vacancy it is mandatory that you provide a thoroughly completed Application for Employment or attach a resume with all of the necessary information to assist in determining whether you meet the requirements of the position as outlined on the posting. Failure to do so will result in your application being screened out of the competition.

At WDMH, we want you to experience work that is positive and rewarding -- in a safe, supportive, and professional environment. We are driven by Compassionate Excellence and are committed to providing an inclusive and barrier-free work environment. We invite all qualified applicants to explore careers with WDMH.

Accommodations are available on request for candidates taking part in all aspects of the selection process.