

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

LAMP Community Health Centre is a multi-service, community based charitable organization that provides a wide range of programs and services to improve a person's health. LAMP uses a co-ordinated approach to connect people to medical services and other programs that build personal resources. By providing services that improve physical, emotional, social and economic well-being, people can better control their health and environment. 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.

### About the Black Health and Social Services Hub

LAMP Community Health Centre (LAMP CHC) is partnering with Roots Community Services Inc (RootsCS) and the Canadian Mental Health Association Peel Dufferin (CMHA Peel Dufferin) to design, develop and implement the Black Health & Social Services Hub with and for the Black, African and Caribbean (BAC) communities in Peel Region.

The hub will provide primary health, mental health, addictions and social services programs that will holistically address the physical, mental, social and cultural needs of BAC communities, and seek to eliminate disparities and inequities.

To achieve our goals, we are recruiting people who are passionate about delivering culturally relevant, responsive and affirming care that will inspire individuals to improve their wellbeing.

### The Position:

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.

- **Term of work:** Permanent, full time
- **Hours of work:** 35 hours per week
- **Rate of pay:** \$37.74- \$44.54 per hour



Canadian Mental  
Health Association  
*Mental health for all*



**LAMP Community  
Health Centre**

**Collaborating towards the development of the Black Health & Social Services Hub Peel**

- **Term of work:** Permanent, part time
- **Hours of work:** 14 hours per week
- **Rate of pay:** \$37.74- \$44.54 per hour

*This is an existing opening. Artificial Intelligence tools may be used to screen candidates.*

**Job Responsibilities:**

These include but are not limited to the following:

**1. Client Care**

- As delegated appropriately, conducts health assessments, including history and/or partial well adult/child exams.
- Assists with referral questions, including emergency referrals and follow-up appointments for medical specialists or the Emergency Room (ER). Supports external and internal communications, collects required medical and diagnostic documentation and communicates according to privacy code.
- Triage (urgent) clinical phone calls as needed, collects and communicates information to assigned providers and performs timely follow-up with the caller. Responsible for matching client needs to available services.
- Does home visits for clients in need by checking vital signs, performing injections or providing education as needed/assigned.
- Assists well baby visits/ checks.
- Preserves confidentiality of clients' private information.
- Identifies complex client cases, participates in decision-making processes based on (Primary Health Care) team discussions.
- Collaborate with the Intake Liaison to triage new Primary Health Care clients and support prioritization process
- Builds and maintains strong business relationships with partner organizations, participates in outreach to promote LAMP's philosophy and is mindful of future partnership opportunities
- Develops health maintenance care plan with client and health care team by integrating information about client's health status, clinical practice guidelines, and available community resources.
- Follow up with clients and providers as per MD and NP recommendations, pre and post appointment.
- Is able to identify and prioritize complex health and social issues.
- Ensures complete, accurate, and timely documentation of program activities and medical records.
- Monitors for accuracy, quality, and thoroughness through participation in chart reviews.
- Communicates information clearly and concisely to clients and health care providers on a regular basis.
- Identifies and builds relationships with various community partners.
- Provides learning opportunities to students, new hires, and colleagues.
- Recommends improvements to existing procedures/services.
- Facilitates teamwork and promote group effectiveness.
- Respects people of diverse backgrounds and perspectives.
- Other duties as assigned by Director/ Manager

## **2. Education and Professional Development**

- Maintains accurate and timely records and encounter data in patient electronic medical record (EMR). Participates in chart and case review. Educates clients and provides information about available community resources.
- Performs medical and diagnostic procedures such as venipuncture, electrocardiogram, spirometry, immunization, injections, urine BHCG, ears irrigation and throat swabs on as needed basis working as a part of a busy team of Physicians and Nurse Practitioners. Documents these activities accordingly in the client electronic chart.
- Experience with case management and case coordination with members of the interdisciplinary team and services within the community.

## **Qualifications & Key Requirements:**

### **1. Education & Professional Experience**

- Bachelor's degree in Nursing or equivalent combination of experience/education.
- Three to five years' experience; preferably in community-based care.
- Intermediate experience and strength in application of motivational interviewing counselling techniques in an adult population.
- Demonstrated ability to teach and facilitate groups using principles of adult learning

### **2. Core Competencies**

- Sound clinical judgement with regard to treatment recommendations.
- Superior problem solving skills and flexible, with the ability to prioritize and time manage in a very busy and demanding 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.
- Respect people of diverse backgrounds and perspectives.
- First Aid and CPR is a requirement and must be kept current.
- Valid Driver's License is an asset.
- Knowledge of LAMP Community Health Centre, South Etobicoke community or East Mississauga communities and/or priority populations
- A second language that is reflective of the community being served is an asset.

## **What we Offer:**

### **For qualifying full-time and part-time employees and pro-rated to full time equivalent:**

#### *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 access to

- 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 (\*physicians do support pooled after hours on-call with stipend)
- No overhead costs – EMR, supplies, tech, management and staff support provided

*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.*

Internal applications, please send your resume with a cover letter to  
Human Resources: **Email Address: [recruiting@lampchc.org](mailto:recruiting@lampchc.org)**  
**Subject: Job Opening for Registered Nurse BHSS Hub and IPCT**  
**Internal Deadline: 5:00 pm on Tuesday, June 23, 2026**

External applications, please apply through LAMP website:  
**<https://lampchc.org/get-involved/employment/> External Deadline: Open until filled**

***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.***