



**RPN – TEAM LEADER**  
Paediatric Community Complex Care

**Position Title:** RPN – Team Leader  
**Position Type:** Permanent, Part Time (24 hours per week)  
**Location:** 5657, 15<sup>th</sup> Side Road, Milton, ON  
**Reports To:** Director of Clinical Services

**Organizational Profile:**

We envision a world where no child is too complex to receive the love, care, and support they deserve. The Darling Home for Kids provides professional, holistic, high quality, and personalized hospice, respite and residential care for children with medical complexities and their families.

Our Home is a place of joy and tranquility, filled with the smiles and laughter of children engaging in unique and enriching experiences. While children create joyful memories within our walls, their parents can take a break from the stress and isolation of caring for a child with such great needs.

**The Ideal Candidate:**

As a member of our inter-disciplinary team, this position will work under the direction of the clinical leadership team to provide comprehensive quality care to our children. Our Registered Practical Nurses foster a homelike environment for our residents, celebrating important milestones, engaging children in recreational activities, and providing quality care and support. Our staff embrace kids with complex medical needs and help them make the most of each day.

Core competencies for this position include strong clinical skills with a focus on paediatrics, compassion, empathy, teamwork and communication. A commitment to continual learning is important as The Darling Home for Kids offers training and education opportunities to staff with a focus on skill development within the paediatric complex care field.

**The Opportunity:**

Working at The Darling Home for Kids is more than just a job; it is joining a group of dedicated professionals who are devoting their careers to making a difference in the lives of families facing the daily challenges of caring for a child with complex medical needs. From developing a positive rapport with our children to assessing, planning, implementing and evaluating nursing interventions, our Registered Practical Nurses are integral members of our team, providing leadership and working collaboratively with other members of the healthcare team to ensure our children receive the best care possible. This position gives staff the opportunity to work to the full scope of practice for Registered Practical Nurses and to enhance their clinical skills in caring for children with medical complexities.

**Grow With Us:**

Embark on our journey with us in our multimillion dollar capital expansion – newly launched in 2020, The Embrace Campaign will expand our walls and increase our ability to provide care for one of the most vulnerable in our community. With plans to build new bedrooms and revitalize both our clinical and therapeutic spaces, we are excited to build more space for the moments that matter.

**Responsibilities:**

- Performs nursing procedures such as administering tube feedings, re-inserting gastrostomy tubes, giving suppositories/enemas, providing ostomy care and, with education and training, tracheostomy and/or mechanical ventilation care;
- Administers medications according to the child’s care plan and in accordance with The Darling Home for Kids’ policies and procedures and regulations;
- Provides direct nursing care and assists children with activities of daily living including feeding, personal care, toileting, and ambulation;
- Performs safe lifts and transfers in accordance with policies and procedures; utilizes mechanical lifts including ceiling track and floor based lift systems;
- Performs respiratory care which includes chest physiotherapy, suctioning (superficial and deep), oxygen administration and non-invasive mechanical ventilation (e.g. BiPap);
- Ensures staff and client safety by conforming to the principles of infection control, and carrying out isolation techniques when appropriate;
- Delegates and provides supervision and leadership for both regulated and unregulated members of our healthcare team;
- Assists in assessing client acuity and workload to ensure appropriate staffing ratios;
- Participates in the orientation of new staff hires and students;
- Accompanies children to appointments and offsite activities as needed;
- Engages children in activities and assists with the provision of programming including recreational activities and therapies (i.e. hydrotherapy, pet therapy, music therapy and multisensory snoezelen therapy);
- Maintains children’s charts by noting observations and care provided; prepares reports for shift handover; and completes admission and discharge procedures by collecting and documenting information regarding the care of the child and family;
- Participates in evaluating the effectiveness of nursing care treatments, reporting on observations, concerns and changes in a child’s condition;
- Liaises with internal/external health care professionals, health care agencies, and family/community members;
- Participates in team meetings and mandatory staff meetings to review and improve processes that enable the delivery of high quality family-centred care, based on latest best practice guidelines;

- Promotes and maintains positive communication with staff, children, families, volunteers, and the public;
- Maintains the confidentiality of all children, families, volunteers and staff as well as organizational information;
- Assists with inventory of medical supplies, medication, personal care supplies, equipment, and groceries;
- Performs general housekeeping duties including surface cleaning, mopping, sweeping, vacuuming, emptying garbage cans, washing and folding laundry, bed making and replenishing household supplies;
- Adheres to the guidelines under the Occupational Health and Safety Act, including adopting safe work practices, reporting unsafe conditions and demonstrating a commitment to ensuring a safe work environment for all workers;
- Maintains annual certification with the College of Nurses of Ontario
- Maintains competency and keeps current with latest best practice guidelines by memberships in professional associations, and attendance of workshops, seminars, and other continuing education activities;
- Performs other related duties as assigned;

#### **Qualifications:**

- Graduation from a recognized program for Practical Nurses with current full practicing licensure with the College of Nurses of Ontario
- Two years' experience in nursing; paediatric nursing an asset
- General experience working with a paediatric population is mandatory
- Caring, friendly and positive attitude with the ability to establish and maintain rapport with children and families
- Demonstrated participatory leadership, team building and organizational skills
- Strong communication skills both verbally and in writing
- Highly developed critical thinking skills and ability to conceptualize and analyze problems
- Excellent planning and evaluation skills
- Strong negotiation and conflict resolution skills; demonstrated observation skills and ability to recognize and identify symptoms/problems
- Demonstrated effective communication/interpersonal skills and ability to work collaboratively in a multidisciplinary team environment
- Superior time management skills to effectively handle multiple competing priorities in a fast paced healthcare environment
- Ability to complete tasks as assigned and follow oral and written instructions
- Demonstrated commitment to professional practice standards, evidence based practice, and child, family, and community needs
- Passion for working with children who are medically fragile and technology dependent or children with life-threatening or life-limiting illness
- Familiarity with the principles of non-verbal communication an asset
- Knowledge and skills to operate a personal computer

**Certifications Required within 30 Days of Hire:**

- Successful completion of a recognized Tracheostomy and Ventilator Care Course, or equivalent experience
- Current Cardiopulmonary Resuscitation (CPR) Certification Level C/HCP
- Current Standard First Aid Certification
- Current Safe Management Certificate
- Satisfactory Criminal Record Check with vulnerable sector screening

**Compensation and Benefits:**

The Darling Home for Kids offers a comprehensive compensation package, including:

- Hourly wage (wage range starts at \$26/hr (new graduates) with a maximum of \$30 for nurses with 7+ years of paediatric nursing experience)
- Comprehensive benefits package (health, dental, vision, short-term and long-term disability). Employer pays 80% of premiums.
- RRSP employer matching program; 3% of earnings
- Education bursary program (\$200-\$500 per annum)

**To Apply:** Email your resume and cover letter to [careers@darlinghomeforkids.ca](mailto:careers@darlinghomeforkids.ca). Cover letter must specify relevant nursing experience, and relevant paediatric experience.

We thank all applicants for applying, and regret that only those selected for an interview will be contacted. No phone calls or visits, please. The Darling Home for Kids is an equal opportunity employer and we will accommodate applicants with disabilities in the recruitment process.

The Darling Home for Kids  
Attention: Sharleen Sun  
Director of Clinical Services  
[careers@darlinghomeforkids.ca](mailto:careers@darlinghomeforkids.ca)  
[www.darlinghomeforkids.ca](http://www.darlinghomeforkids.ca)