



## **Registered Practical Nurse** Paediatric Community Complex Care

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| <b>Position Title:</b> | Registered Practical Nurse                                                                                                                                                               |
| <b>Position Type:</b>  | Permanent, Full Time (32 – 44 hrs/week), and Permanent, Part Time (24 hrs/week)                                                                                                          |
| <b>Location:</b>       | 5657, 15 <sup>th</sup> Side Road, Milton, ON                                                                                                                                             |
| <b>Reports To:</b>     | Director of Clinical Services                                                                                                                                                            |
| <b>Salary/Wage:</b>    | Starting at \$28/hr to a maximum of \$34/hr                                                                                                                                              |
| <b>Benefits:</b>       | Comprehensive Benefit Package (health, dental, vision, travel, long-term disability)<br>Group RSP matching program (3% of earnings)<br>Education bursary program (\$200-\$500 per annum) |

### **Who we are:**

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 tranquillity, 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.

By joining our team, you will grow with us as we complete a multi-million-dollar capital expansion. This project will expand our space and strengthen our ability to care for one of the most vulnerable populations in our community. With plans to add new bedrooms and revitalize our clinical and therapeutic areas, we are creating more space for the moments that matter.

### **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.

### **Key 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.
- 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 (e.g., 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.
- 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, 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.

#### **Qualifications:**

- Graduation from a recognized program for Practical Nurses with current full practicing licensure with the College of Nurses of Ontario.
- Minimum of 1 year 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 and interpersonal skills, fostering effective collaboration in multidisciplinary teams.

- 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.
- Superior time management skills to effectively handle multiple competing priorities in a fast-paced healthcare environment.
- 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.
- Availability to work shifts ranging from 4 to 12 hours in length, with day and night rotations, including weekends.

**Required within 30 Days of Hire:**

- Successful completion of a recognized Tracheostomy and Ventilator Care Course, or equivalent experience
- Cardiopulmonary Resuscitation (CPR) Certification Level C/HCP
- Standard First Aid Certification
- Safe Management Certificate
- Satisfactory Criminal Record Check with Broad Record Check
- Satisfactory pre-employment Medical Clearance, including proof of being fully vaccinated having received the recommended dosage(s) of a COVID-19 vaccine, as approved by Health Canada.

**To Apply:** Email your resume and cover letter to [rcampbell@darlinghomeforkids.ca](mailto:rcampbell@darlinghomeforkids.ca). Cover letter must specify relevant nursing experience, and relevant paediatric experience. Please specify in the subject the position you are applying for, whether it is Full-Time (FT) or Part-Time (PT) and your name (e.g. Registered Practical Nurse – FT - Jessica Smith). If you are being referred to this role by a current employee of The Darling Home for Kids, please mention their name in your email.

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.

At The Darling Home for Kids, we believe in the human touch. Every application is personally reviewed by our team, we do not use automated AI software to screen resumes. We respect the time and effort you put into your application, and we promise a real human will evaluate your experience.

The Darling Home for Kids  
 Attention: Ryan Campbell  
 Human Resources Lead  
[rcampbell@darlinghomeforkids.ca](mailto:rcampbell@darlinghomeforkids.ca)  
[www.darlinghomeforkids.ca](http://www.darlinghomeforkids.ca)