



Job Posting

Job Title:	Registered Nurse (RN)
Reports to:	Manager, Resident Care
Positions:	2
Employment Status:	Permanent Full-Time; 36 hours per week (Averaged over a 4-week scheduling cycle)
Job Evaluation Band:	Professional 4 – Clinical (\$36.01 – 44.95/hour based on experience in palliative care)

About the Organization

Carpenter Hospice is an 11-bed home in the heart of Burlington that offers resident-based care to individuals in the last stages of their lives, and community-based programs for individuals dealing with grief or a life-limiting illness. It is an exciting time to join Carpenter Hospice as we expand our resident and community services in Burlington and surrounding areas.

Job Summary

The Registered Nurse (RN) plays a central role in delivering compassionate, holistic end-of-life care aligned with the values and philosophy of hospice palliative care. Utilizing the nursing process, the RN assesses, plans, implements, and evaluates individualized care in collaboration with residents, families, and the interdisciplinary team. Care focuses on comfort, dignity, and quality of life, addressing physical, emotional, psychosocial, and spiritual needs.

Working within an interdisciplinary model, the RN contributes to the development and coordination of comprehensive, person-centered care plans, and ensures that care is responsive to the evolving goals and preferences of each resident and their family. The RN provides clinical leadership in the delivery of care, supporting a collaborative team that may include Registered Practical Nurses and Personal Support Workers.

Duties and Responsibilities

Essential Responsibilities:

- Deliver and coordinate holistic, person-centered palliative care in alignment with the Regulated Health Professions Act (RHPA) and the College of Nurses of Ontario (CNO) Practice Standards.
- Serve as the clinical lead during assigned shifts, promoting a collaborative and respectful team approach to care.
- Collaborate with the care team to organize daily responsibilities, prioritize care needs, and coordinate break schedules.
- Assess the acuity and complexity of resident needs and delegate tasks appropriately, ensuring safe, competent care delivery.
- Participate actively in resident care conferences and reviews and support the involvement of visiting physicians and allied health professionals.
- Support timely staffing decisions in response to urgent or changing care demands within the residence.
- Maintain vigilance over safety and infection prevention practices to ensure a safe, therapeutic environment for residents, families, and staff.
- Administer and manage medications in accordance with current legislation and best practices, including accurate documentation and opioid counts at shift change.
- Uphold the values of hospice palliative care, ensuring that all actions support comfort, dignity, and quality of life.
- Perform other related duties as assigned to support the smooth operation of the hospice and the well-being of residents and families.



Assessment

- Performs holistic assessments of the resident's physical, emotional, psychosocial, and spiritual needs, incorporating family insights when appropriate and aligned with the resident's wishes.
- Recognizes, interprets, and responds to changes in health status, comfort, and care needs in a timely and appropriate manner.
- Integrates input received from team members into ongoing resident assessments, ensuring continuity and responsiveness in care.
- Summarizes and communicates relevant clinical information clearly during handovers and interdisciplinary discussions.

Planning

- Develops individualized care plans that align with the resident's goals of care, values, and preferences.
- Collaborates closely with the interdisciplinary team—including physicians, personal support workers and social workers—to ensure care plans are comprehensive and coordinated.
- Engages residents, families, and/or substitute decision-makers in shared decision-making to ensure care reflects their needs and wishes.

Implementation

- Initiates and delivers care interventions that reflect the established goals of care, including symptom management, comfort measures, and psychosocial support.
- Ensures accurate and timely communication of care needs and updates across all members of the care team and with relevant external service providers.
- Administers medications and treatments in accordance with current orders, monitoring for therapeutic effect and potential adverse outcomes.
- Completes documentation in compliance with CNO Practice Standards and hospice policy, ensuring clinical notes are timely, clear, and resident-focused.
- Maintains appropriate medical supplies in collaboration with support services and external care coordinators.
- Identifies and promptly reports unusual incidents or changes in resident condition to the Clinical Supervisor or Executive Director.
- Shares knowledge and provides guidance to staff and families in a supportive and respectful manner, in accordance with legislative and professional standards.

Evaluation

- Continuously evaluates the effectiveness of nursing interventions and care strategies in meeting resident goals and overall quality of life.
- Revises care plans proactively in response to clinical changes or evolving goals of care.
- Seeks and incorporates feedback from residents and families regarding satisfaction with care, adjusting as needed.
- Contributes to the development and revision of clinical policies and procedures when requested.
- Performs additional duties as required to support the care team and the mission of the hospice.

Job Requirements

- Current registration in good standing with the College of Nurses of Ontario (CNO)
- Bachelor of Science in Nursing (BScN) preferred
- Experience in hospital, hospice and palliative care strongly preferred



- Completion of specialized palliative care education (i.e., LEAP, CAPCE) and/or CNA Certification in Hospice and Palliative Care considered an asset
- Knowledge of Canadian Hospice Palliative Care Association (CHPCA) Nursing Standards
- Advanced skills in palliative symptom management, including pain, nausea, dyspnea, and psychological distress
- Demonstrated ability to work both independently and collaboratively within an interdisciplinary team environment
- Strong clinical judgement and critical thinking skills; able to assess and intervene effectively in urgent or complex care situations
- Ability to maintain professional boundaries and uphold the therapeutic nurse-client relationship, in alignment with CNO Standards of Practice
- Exceptional communication and interpersonal skills, with a compassionate and respectful approach to care
- Demonstrated cultural competence and sensitivity to diverse populations
- Strong leadership skills, with the ability to manage emotionally charged situations, support team cohesion, and address conflict constructively
- Familiarity with and adherence to relevant federal, provincial, and municipal legislation and regulations
- Satisfactory Criminal Reference Check with Vulnerable Sector Screening

Schedule of Hours

- Thirty-six (36) hours per week (Averaged over a four (4) week scheduling cycle)
- Twelve (12) hour day/ night shifts; weekends and holidays

Working Conditions

- Regular interaction with residents, family members, staff and external care providers
- Physical demands include periods of walking, standing, sitting, lifting, and providing physical support to residents as needed
- Ability to lift and move up to 20 lbs repeatedly without restriction
- Capacity to sit or stand for extended periods of time
- Ability to perform physical movements such as reaching, twisting, stooping, kneeling, and crouching using proper body mechanics
- Required to work safely with bodily fluids and potentially infectious materials, using appropriate personal protective equipment (PPE) and following infection prevention and control protocols (IPAC, Public Health Ontario)
- Must handle and work safely around hazardous materials such as oxygen, cleaning agents, and medications in accordance with health and safety guidelines

How to Apply

Please submit your resume and a cover letter to hr@thecarpenterhospice.com and use the subject line: **[Job Title] Application – Your Name**. We appreciate the interest of all the applicants. However, only qualified candidates selected for interviews will be contacted. Reference checks will be conducted for potential candidates and the information collected will be used in making the final hiring decision.

Equity and Accessibility Statement

At Carpenter Hospice, we are committed to fostering an inclusive and accessible environment. We are dedicated to building a workforce that reflects the diversity of the community. Accommodation is available upon request throughout the recruitment process. We encourage applications from individuals of all backgrounds and abilities.