



## JOB POSTING: ADDICTION SERVICES CENTRAL ONTARIO

### JOB POSTING 2024.10C

#### NURSE PRACTITIONER Full-time Contract

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**Addiction Services Central Ontario (ASCO)** is a charitable, community-based addiction services organization with its main office located in Aurora, Ontario that provides programs and services in York Region, South Simcoe and some parts of Toronto. To better reflect the people and communities we serve, our name has changed from Addiction Services for York Region to Addiction Services Central Ontario. Be sure to visit our website: <https://helpwithaddictions.ca>.

**ASCO** unites to offer hope and promote recovery through outstanding service and innovation. Addiction Services Central Ontario takes pride in its passion for client service. Each day presents new opportunities to demonstrate leadership and expertise in addictions to the community. ASCO embraces a holistic, biological, psychological, social and spiritual approach to addiction where the person is at the centre of all our work. The agency uses a harm reduction approach in addiction treatment and respects individuals who choose to continue using or abstinence. ASCO's four strategic priorities are: Organizational Excellence, Building Awareness, Service Expansion and Strategic Partnerships and Collaborations.

**ASCO** is seeking a highly motivated and energetic Nurse Practitioner. Mental health challenges are a leading cause of disability among young people. One in five youth need mental health support, but wait times and stigma are often barriers to care. The Slight Family Foundation has committed to a pilot program to address these barriers at North York General Hospital (NYGH) with ASCO. This Nurse Practitioner position will provide substance use disorder care based out of NYGH's new Mental Health Emergency Services Unit, with an opportunity to provide consultation in inpatient units.

This is a full-time contract position to December 31, 2026 for 35 hours per week, with a minimum of **two evenings per week**. Weekend work is also expected (i.e. some Saturdays).

The Nurse Practitioner will offer evidence-based care for a variety of substance use disorders based out of the Emergency Department at NYGH, with consults in other hospital departments as requested. NPs will practice at full scope for addictions care, offering pharmacotherapy including opioid agonist therapy, anti-craving therapy, and medications to relieve withdrawal symptoms when appropriate. This position will help bridge referrals and facilitate discharge from NYGH's Emergency Department to the Rapid Access Addictions Medicine (RAAM) clinic at NYGH, or another suitable RAAM clinic.

This position will provide on-site services five shifts per week at North York General Hospital and will work closely with the North York General Hospital staff, and other community partners, as required, to assist ASCO in achieving the goals set out by the agency, OHTs and/or its funders. This position will provide cross-coverage to the agency's RAAM clinics, community clinics, and mobile RAAM as required.

This position will collaborate with the agency's Nurse Practitioners team to provide nursing leadership and management to the agency's nursing team and work collaboratively with the agency's Leadership Team to develop,



implement and evaluate the agency's programs and services. All four domains of NP practice including client care, leadership, education, and quality improvement will be utilized in this role.

**ASCO** is required to follow all public health and provincial directives as well as of those of our Ontario Health Team partners as related to the pandemic and other health issues that may come forward. All staff are expected to comply with ASCO's COVID-19 Vaccination Policy.

### **Why work at ASCO?**

- Competitive Salary - \$123,000/annum
- HOOPP pension plan
- 3 weeks' Vacation to start: 4 weeks after one year of continuous service
- 3 Flex Days to be taken throughout the year
- 15 days' Paid Personal time
- Education Allowance provided up to \$300 per fiscal year
- 5 Education Days per fiscal year provided for personal and professional development
- Comprehensive Benefits package
- Employee Assistance Plan
- Various employer-paid training programs
- Mileage reimbursement when required
- Free on-site parking

### **Duties and Responsibilities include but are not limited to:**

- Client Care:
  - Perform assessment, diagnosis, treatment, and health education for substance use disorders in various settings, including but not limited to NYGH, Rapid Access Addictions Medicine (RAAM) Clinics, Mobile RAAM, and Community Clinics
  - Prescribe and monitor Opioid Agonist Therapy, anti-craving medications, and withdrawal management medications for substance use disorders
  - Refer clients to primary care or specialist providers when appropriate
  - Work collaboratively with NYGH partners, addictions physician partners, NP team, and other agency partners, as required.
  - Promote harm reduction strategies
  - Ensure agency's programs and services are conducted with an Anti-Oppression and Anti-Racism (AOAR) framework and through an AOAR lens.
- Leadership:
  - Ensure day to day ASCO-affiliated clinic operations are supported including clinic flow and adequate staffing
  - Provide monthly reports to Director, Nursing Services



- Participate as a member of the agency's clinical leadership team and other initiatives, as required
- Provide leadership and supervision to staff, as required
- Education:
  - Support NYGH physicians, nurses, and allied health professionals to increase capacity to provide addictions care, including facilitating safe discharge
  - Provide appropriate clinical training to ASCO's nursing team and staff of partner organizations
- Quality Improvement:
  - Collaborate with the Nurse Practitioner team to optimize medical care within ASCO
  - Collaborate with the leadership team for new initiatives, service improvement, and expansion
  - Implement initiatives developed in conjunction with the agency's partners, as requested
- Other duties, as assigned

#### **Qualifications:**

- Valid Registration with the College of Nurses of Ontario as a Registered Nurse in the Extended Class, RN(EC) with a speciality certificate in Primary Health Care or Adult-Gerontology Primary Care
- Demonstrated experience working effectively with communities/ individuals who face barriers accessing services and experience in approaching work from an equity lens
- Demonstrated experience in treating Substance Use Disorders preferred
- Demonstrated excellent problem-solving, organizational and interpersonal skills with an ability to work effectively and respectfully in a collaborative, interdisciplinary team environment.
- CNA certification in Psychiatric/Mental Health Nursing would be an asset
- Proof of NP liability protection required
- 2 or more years' experience in delivery of addictions care, a definite asset
- Clinical experience in the mental health field would be an asset
- Awareness of and sensitivity to the needs of people with mental illness and/or addiction
- Excellent clinical skills and sound clinical judgment
- Excellent English communication skills, both written and verbal
- Ability to provide services in French and any additional languages a definite asset
- Experience in policy development, program planning and evaluation would be an asset
- Proficiency in the use of electronic medical records and Microsoft Office Suite
- Comfortable providing virtual care, as required
- Flexibility, tolerance for ambiguity and a good sense of humour are essential for this position
- Valid driver's license and reliable transportation with appropriate insurance coverage
- A successful Police Vulnerable Sector Check, as per agency policy and procedures

Please apply by sending your resume and cover letter detailing what interests you about this opportunity and experience you have that sets you apart from others. External Applicants: [Apply Here](#). Closing date: **Until Filled.**



The process we will undertake to recruit for this role includes:

- Initial screening of resumes and covering letters
- Those who are successful in moving through the initial screening process, will be asked to participate in a brief telephone interview
- Those who are successful in the telephone interview will be asked to attend a face-to-face interview to gain a better understanding of the role, as well as, provide you the opportunity to discuss how your experience fits well with this opportunity.

*We are an equal opportunity employer and welcome applications from diverse individuals who self-identify on the basis of any of the protected grounds under the Human Rights Code, and we encourage you to reflect upon the diversity you would bring to this role within your application. We are wholly committed to integration and to building a diverse, inclusive, accessible and respectful workplace where every employee has a voice and is given the opportunity to fully contribute, ensuring an equal employment environment without discrimination or harassment, while maintaining the independence of individuals and removing barriers to accessibility in the workplace. We remain committed to full compliance with the Human Rights Code, the Accessibility for Ontarians with Disabilities Act, the Occupational Health and Safety Act, and all other applicable legislation.*

*ASCO is committed to diversity within its community and especially welcomes applications from racialized persons/persons of colour, women, Indigenous people, persons with disabilities, LGBTQ2 persons, and others who may contribute to the further diversification of ideas. Applicants who require special accommodation in order to complete their application/interview are encouraged to contact our HR representative of the accommodation measures required which will enable you to be interviewed in a fair and equitable manner. Information received relating to accommodation measures will be addressed confidentially.*

**WE WELCOME ALL APPLICATIONS, HOWEVER, ONLY THOSE SELECTED FOR AN INTERVIEW WILL BE CONTACTED**