



JOB POSTING: ADDICTION SERVICES CENTRAL ONTARIO

JOB POSTING 2024.32FT

NURSE PRACTITIONER and NURSING SUPERVISOR

Full-time Permanent

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 support individuals to achieve their goals by offering hope and promoting well-being. 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. A holistic approach places the person at the centre. The agency uses a harm reduction approach in addiction treatment and equally respects individuals who choose abstinence or harm reduction. ASCO's three strategic priorities are: Develop Our People, Drive System Leadership in Integrated Care and Advance Clinical and Operational Excellence.

ASCO is seeking a highly motivated and energetic individual to work as a Nurse Practitioner and Nursing Supervisor in our Addictions Withdrawal Management Program. This position will be actively involved in direct client care, quality improvement, leadership, and education.

This is a Permanent Full-time position for 35 hours per week, with a minimum of **one evening per week**, providing services throughout York Region, North York and South Simcoe. Weekend work is also expected (i.e. some Saturdays). With ASCO's current increase of in-person services, this position will be based in the Aurora office location, as well as other satellite office locations and clinics including York Region, North York and South Simcoe, reporting to the Assigned Supervisor.

This position will offer evidence-based care for a variety of substance use disorders through Rapid Access Addictions Medicine (RAAM) clinics, community clinics, and mobile RAAM (M-RAAM). 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. An important aspect of RAAM clinics is providing consultation to primary care providers, community organizations, and hospital partners to build capacity for addictions care. This position will support new initiatives at the organization, including those directed by the Ontario Health Teams.

This position will offer services throughout York Region, South Simcoe and North York, as determined by the agency, and will work closely with the agency's partners, as requested, to assist the agency in achieving the goals set out by the agency, OHT's and/or its funders.

This position will collaborate with the agency's Nurse Practitioner and Nursing Supervisors team to provide nursing leadership and management to the agency's nursing team, provide clinical supervision to the nursing team (individual and group supervision) as needed, 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, including but not limited to vaccination requirements.



Why work at ASCO?

- Competitive Salary: \$123,712 per annum
- HOOPP Pension Plan for all permanent Full-time and Part-time staff
- 3 weeks' Vacation earned in the first year (accrued monthly); 4 weeks Vacation earned second year
- 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
- Goodlife Corporate Membership available
- Perkopolis Membership available

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 Rapid Access Addictions Medicine (RAAM) Clinics, Mobile RAAM (M-RAAM), and Community Clinics
 - Prescribe and monitor Opioid Agonist Therapy, anti-craving medications, and withdrawal management medications for substance use disorders
 - Refer patients to primary care or specialist physicians when appropriate
 - Work collaboratively with addictions physician partners and Nurse Practitioner and Nursing Supervisor team
 - Promote harm reduction strategies as appropriate
- Leadership:
 - Oversee the agency's nursing team with clinical supervision, recruitment and retention initiatives
 - Ensure day to day ASCO-affiliated clinic operations are supported including clinic flow and nurse staffing
 - Provide monthly reports to Senior Management Team
 - Actively participate as a member of the agency's leadership team
- Education:
 - Support community providers such as primary care physicians to increase capacity to provide addictions care, including facilitating safe discharge
 - Provide appropriate clinical training to the agency's nursing team and other agency staff



- Quality Improvement:
 - Collaborate with the Nurse Practitioner and Nursing Supervisors 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 Wellness Collaborative and Ontario Health Team partners
- 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 an asset
- Clinical experience in the mental health field would be a definite 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
- The 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 Online 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