

Registered Nurse

Who We Are

For over 100 years, The Elliott Community has had the privilege of providing care to citizens of Guelph and surrounding area. The Elliott offers resident-centered living choices for every stage of life, including independent living, retirement living and long term care. As a not for profit, charitable organization, we are dedicated to providing the highest quality of life for our residents in a caring and inclusive home-like community.

The Opportunity

As a member of the nursing Department and interdisciplinary team, the Registered Nurse (RN) provides resident focused care and advocates health and wellness promotion strategies in collaboration with our team of established healthcare professionals, consistent with the Mission of our home. The Registered Nurse recognizes the uniqueness of each resident and puts people before tasks working within an emotion-focused, relationship based model of care, supporting resident decision making and choice, independence and wellness. The Registered Nurse assess, plans, delivers and evaluates residents care needs and specifies these needs in the resident's individual care plan.

Responsibilities and Duties

- Accepts responsibility for total resident care, by providing direct nursing care and assigning duties to other care providers where appropriate including the coordination of all treatments and medications.
- Supports a whole-team approach to resident engagement; promotes and participates with residents in programs, activities, household tasks and conversation.
- Accepts responsibility for the administration and safekeeping of drugs and narcotics.
- Participates in the admission/discharge process establishing an individualized care plan while supporting resident decision making and choice while welcoming residents to the home.
- Advocates health and wellness promotion strategies in collaboration with the resident/SDM/family and team members.
- Ensures that documentation uses person-centred language and is up to date as per the Home's policy.
- Participates in resident and family teaching and care conferences based on nursing knowledge and practice.
- Demonstrates clinical competencies in promoting health and wellness in relation to patterns of activity/leisure and exercise, nutrition, elimination, sleep and rest, sexuality, cognitive/perceptual, coping and role relationships and beliefs of the resident including spirituality.
- Contributes to the development of a healthy working atmosphere by providing leadership, giving mutual respect, supporting colleagues, using open communication and understanding.
- The RN shall have the responsibility to direct RPN and PSW staff in their work, and to immediately report in writing any unprofessional conduct or inappropriate care given, directly to the Director of Care.
- The RN shall deal with employee issues as they arise in an appropriate and professional manner and forward a written account of these incidents to the Director of Care.
- The role of the Charge Nurse is carried out by a Registered Nurse who ensures security of facility and performs "in charge" duties.

The Ideal Candidate

- Must hold a valid RN license and be in good standing with the College of Nurses of Ontario.
- Continued education in the health field and evidence of clinical competency.
- Current CPR and First Aide certification.
- Recent nursing experience with a geriatric population is preferred.
- Demonstrates communication and group skills with team members in order that the team continues to develop and work effectively to accomplish goals. These skills include: offering information, clarifying care issues, encouraging participation and expression of opinions, problem solving, fostering positive interpersonal relationships, directing and motivating.
- Vulnerable Sector Search Criminal Record check.
- Must maintain an up to date immunization record including COVID-19 vaccination series, annual influenza and TB screening.

What We Offer

- A competitive compensation package including shift premiums for evenings, nights and weekends, with participation in the OMERS pension plan and extended health and dental benefits for qualifying staff.
- A flexible work environment and an opportunity to collaborate with goal oriented professionals and make meaningful contributions to the lives of our residents.
- 2025 Wage Range
\$40.62 - \$49.46

How to Apply

If you thrive in a value based, performance driven environment and enjoy a challenge, please send your resume to humanresources@elliottcommunity.org

The Elliott Community is an equal opportunity employer that values diversity in the workplace. We are committed to building a diverse and inclusive workforce that reflects the diversity of the community we serve. We welcome and celebrate the valuable differences among each of us and accept applications from all qualified persons.

We are happy to accommodate any individual needs in keeping with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act. If you require an accommodation in order to participate in the hiring process, please contact us to make your needs known in advance (In compliance with AODA, 2006, Integrated Accessibility Standards 2011, Employment

Standards). If you require assistance in completing a job application due to a disability please contact Human Resources directly. Information collected during this process will be used for recruitment purposes only.

As a health care institution, our highest priority is the safety of residents, staff and families. As a result, we are adopting all prevention measures to ensure the safety of our residents, staff and families. Vaccines are a proven, safe and powerful weapon in our battle against COVID-19. Now that vaccines are widely available and recognizing that our staff are already vaccinated against influenza and Covid-19, vaccination will be an enduring condition of employment for all new hires, except when impossible due to legitimate, established exceptions. Covid-19 vaccination status must be consistent with the prevailing definition provided by The Ministry of Health and LTC: a person who has received all recommended COVID-19 vaccine doses, including any booster dose(s) when eligible.