



JOB POSTING

Posting Type: Internal/External

Date Posted: Nov 6/25

Application Deadline: Nov 24/25

Competition Number: 25-7

Job Status: Actively Recruiting (2)

Location: Huntsville, Ontario (on-site)

Employment Type: Full-Time, Permanent

Hours of Work: 80 Hrs Bi-Weekly, Shift Work

Experience: Experienced 1-2 years

Department: Medical

Salary Scale: RPN \$37.24 (\$38.00 after probation)
RN \$43.12 (\$44.00 after probation)

Nurse (RPN or RN) ** (anticipated start date in January 2026)

PURPOSE OF POSITION

The main focus for this position is to provide nursing care, supportive healthcare services, consultation, health teaching and facilitates medication management for clients of De Novo Treatment Centre, consistent with standards of practice and the RPN/RN scope of practice defined by the College of Nurses of Ontario.

MAJOR RESPONSIBILITIES

- To practice nursing within the RPN/RN scope of practice defined by the College of Nurses of Ontario.
- Complete initial and ongoing assessments, collaborate in the development and implementation of treatment plans, and evaluate client outcomes.
- Facilitate medication reconciliation, medication management, medication self-administration, in conjunction with a multidisciplinary team.
- Support staff development regarding medication management.
- Support the delivery of primary care physician services.
- Provide supportive health care services.
- Provide health teaching and health counselling to clients, in collaboration with the treatment team.
- To provide treatment and case management services.
- Support referral, admission, discharge planning and transitions in care, specifically focused on physical and mental health domains and areas of client need.
- To perform administration, professional development, and program development activities.
- Plan, contribute and when required, lead educational programs and services through De Novo Treatment Centre in collaboration with the addiction treatment team and programming.
- Operate and monitor medical apparatus or equipment, as required, reporting any function issues to the supervisor.
- Complete administrative duties as required, such as expense claims, mutual shift exchange, vacation requests etc.
- Support the development of policy and procedures related to scope of practice.
- Participate in training and professional development through reading, research, networking, courses, workshops and seminars as required by De Novo Treatment Centre to enhance skills and knowledge of nursing, substance abuse and related issues.
- Participate in and contribute to continuous quality improvement activities.
- Participate in and attend staff meetings. Engage and contribute to agency committees as needed/directed.
- Build, value and uphold a therapeutic/ team atmosphere for colleagues and clients alike and work in conjunction with the De Novo Treatment Centre Mission, Vision and Values.
- Other duties as assigned.

EDUCATION AND QUALIFICATIONS

- Post-Secondary education in nursing and licensed to practice as a Registered Practical Nurse (RPN) of Registered Nurse (RN) with the College of Nurses of Ontario (CNO) with no restrictions.
- Must hold professional liability protection (PLP) as set out by the CNO.
- Previous work within a health field as a Nurse is required.
- Previous work as a Nurse within the field of addictions an asset including a sound understanding of appropriate nursing practices and skill sets within substance abuse treatment and basic issues related to addiction treatment.
- Strong interpersonal, observation, critical thinking, problem solving, compassion, documentation, presentation, organization and time management skills.
- Proficient in computer and keyboard applications, including client health record systems.
- Excellent verbal and written communication skills required.
- Cultural awareness and sensitivity.
- A valid Ontario G driver's license in good standing, and a reliable means of transportation.
- ☐ A clean CPIC and ability to obtain a clean Vulnerability Sector Check.

BENEFITS OF BEING A DE NOVO EMPLOYEE

- Paid Vacation
- Paid Sick Days
- Paid Personal Days
- Paid Premiums for shifts worked between 18:00 hrs. and 8:00 hrs.
- Paid Lunch Break
- Comprehensive Health Benefits Plan
- HOOPP Pension Plan
- On-going Professional Development
- Paid Professional Registration and Credentialing
- Comprehensive On-Boarding Experience
- \$3 per Day Home-Cooked Meal Plan
- Free On-Site Parking
- De Novo is accredited with the Canadian Centre for Accreditation
- De Novo is a member of Addiction Mental Health Ontario
- De Novo is a member of the Ontario Hospital Association
- Addiction Counsellor, Attendant, Kitchen, Housekeeping, Maintenance and Nursing positions are unionized members of LiUNA Local 3000

De Novo Treatment Center's Mission is to provide the highest quality of substance abuse treatment for the Employers, Employees, and Members within the unionized construction industry and their families.

De Novo Treatment Center's Vision is to be the recognized leader for drug and alcohol treatment in the construction industry of Ontario, and to provide the highest standard of care.

De Novo Treatment Centre is an equal opportunity employer. We value the importance of Compassion, Diversity, Dignity, Worth, Integrity, Excellence, Continuous Learning, and Teamwork within the workplace.

De Novo values lived experience, work experience, practical knowledge, formal training, and formal education in supporting people recovering from alcohol and drug addiction. Qualified people in sustained recovery and/or family members are encouraged to apply. Equivalency for candidates with significant relevant experience is considered. We retain all applications submitted for one year after the closing date of this posting for consideration in any future postings.

As part of our commitment to Accessibility, if you require information and materials in a specific format, please contact Human Resources at 705-787-0247 or email jobs@denovo.ca. If you are contacted regarding a job opportunity, please tell us if you require accommodation before the interview.

You are invited to submit your application which **MUST** include a cover letter and resume **quoting competition 25-7**
by Nov 24/25 at 3:00pm to:

The Hiring Committee

De Novo Treatment Centre

87 Forbes Hill Drive

Huntsville, Ontario

P1H 1R1


Telephone: (705) 787-0247 Email: jobs@denovo.ca

Thank you for considering De Novo Treatment Centre as a potential employer.

Successful applications must include an individualized cover letter and current resume.

Only those applicants selected for an interview will be contacted.

AI Technology is not used during the recruitment process.

A handwritten signature in black ink, appearing to be 'M. B. G.', with a large loop at the end. To the right of the signature is the date 'Nov 6/25'.