JOB POSTING

Position:	**REGISTERED NURSE**
Date:	October 30, 2026
Position Type:	Casual
No. of Positions	One
Location:	Bethell Hospice South
Compensation:	$41.97/hr. - $51.00/hr. Shift Premium for Nights and Weekends HOOPP

Bethell Hospice is a non-profit organization with two physical locations (Caledon and Dufferin). This role is located in Bethell Hospice-South 10-bed residence in the scenic village of Inglewood in the Town of Caledon.

Our person-centric approach to care fosters dignity, respect and comfort for our clients and their loved ones through our Hospice Residence & Community Hospice. We provide 24/7 end of life medical care to residents, also supporting them and their caregivers through Social Work, Resident Support Volunteers, and Complementary Therapy.

Our Mission and Values

Our mission is to provide compassionate, specialized care for quality living, dying and bereavement. Our Vision is to be the leader in palliative care excellence. We live our core values that show our caring and form the basis of all our decisions and actions including Dignity, Courage, Accountability, Collaboration, Innovation, DEI (Diversity, Equity & Inclusion).

Position Summary

As a member of an inter-disciplinary team, the Registered Nurse (RN) provides leadership and person-centered clinical care for all residents within scope of practice including initiation of palliative sedation, responsibility for complex care management, etc. sensitive to Diversity, Equity and Inclusion (DEI), contributing to a collaborative and supportive team environment.
The RN will be assigned duties and responsibilities in line with the scope of practice determined by the College of Nurses of Ontario for this position. The RN assumes foremost the care of those clients who are unstable and have unpredictable outcomes and will determine the work assignment. The RN will work collaboratively with the Registered Practical Nurse to divide the workload equitably.

As a member of an inter-disciplinary team, this position will work collaboratively with the clients, their families and all other team members towards the achievement of identified palliative care goals and the enhancement of quality of life as defined by client and family.

Hours of Work

12 hour rotating shifts
Days, evenings, nights, weekends, holidays
Must be available for call-ins

Education/Qualifications

- Must hold current registration with the College of Nurses of Ontario as a Registered Nurse
- Bachelor of Science in Nursing or equivalent
- Certificate in Fundamentals of Palliative Care or willing to pursue with in the first year of hire.
- Certified in Hospice Palliative Care Nursing (Canada) (CHPCHN(C)) or willingness to pursue CHPCHN(C) or completion of Comprehensive Advanced Palliative Care Education (CAPCE)
- Current B.C.L.S. certification

Knowledge and Experience

- Minimum of two years related work experience
- Experience in hospice palliative care preferred
- Work experience in community health care an asset
- Second language is an asset
- Committed to the hospice philosophy of care
- knowledgeable about, and committed to, equity, diversity and inclusivity

Skills/Attributes/Competencies

- Demonstrated ability to communicate effectively with clients/team in person and in writing
- Ability to work independently, as well as working within an inter-disciplinary team
- Well-developed interpersonal skills and ability to work with client/family living with and dying from advanced illness
- Able to meet the physical demands of the role
- Ability to organize and prioritize work even when there are competing demands
- Competency in managing, working alongside and supporting RPNs, PSWs and volunteers
- Highly developed problem solving and conflict management skills
- Strong demonstrated team effectiveness skills
- Proficient with the use of computers including MS Office programs (e.g. Word, Outlook) and the internet
- Comfortable using a clinical online documentation tool
- Proven reliability and dependability (e.g. good attendance record)
- Available to work all shifts

Key Responsibilities

- Adheres to all standards within the CNO Code of Conduct – ethical, safety, privacy, clinical skills, and professional development (e.g. conferences, training, CAPCE, LEAP, etc. and tracking same to ensure compliance and continued learning
- Actively participates in all aspects of client care based on best practice
- Assesses, shares the information, and then plans, implements and evaluates nursing care of assigned clients with team input; identifies actual or potential challenges in addition to strengths of the client and family
- Collects information from a variety of sources using skills of observation, communication and physical assessment to enable the provision of appropriate nursing care
- Communicates and consults with members of the inter-disciplinary care team regarding client and family care

- Recognizes deviations from predicted client responses and consults appropriately with the trans-disciplinary care team
- Participates in inter-disciplinary team meetings, including family conferences
- Acts as an advocate to protect and promote the client and family rights to autonomy, respect, privacy, dignity, and access to information
- Elicits client's and/or substitute decision maker's needs, wishes and preferences regarding care
- Responsible to coordinate the development of a plan of care with the client and family
- Documents timely and accurate reports of relevant observations including client and family teaching and evaluation of nursing care
- Briefs employees and the leadership team, and coordinates the admission of clients
- Provides leadership and support to the RPN, PSW and the volunteers
- Maintains competency related to the organization's Emergency Response Plan (e.g., participates in planned tests)
- Actively participates in meetings, training, including Health & Safety Awareness Training for Supervisors
- Assumes other related duties as assigned

Quality Assurance

- Participates in continuous quality improvement and program evaluation activities
- Active member of nursing and hospice committees and councils for improvement of client care and the work environment
- Participates in the orientation and ongoing education of hospice employees, students, and volunteers by sharing information, coaching and acting as a preceptor as assigned
- identifies self-learning needs and attends educational programs to maintain and enhance clinical competency
- Participates in policy and procedure development, ensuring the hospice complies with relevant Hospice Palliative Care of Ontario (HPCO), and Canadian Hospice Palliative Care Association (CHPCA) standards, procedures, policies and guidelines
- Assists in maintaining a safe environment for clients and families, employees and volunteers by adhering to established safety and emergency practices as well as policies and procedures of the hospice and by following the regulation of the Occupational Health and Safety Act

Physical Requirements

- Able to stand, bend, squat, kneel and reach freely able to lift 23 kilograms
- Able to assist clients with standing, walking, sitting and positioning in bed
- Able to do all aspects of care and supporting the hospice in a variety of functions: including food handling, laundry, light house keeping

Method of Application

Please email your resume and covering letter to hr@bethellhospice.org if you are interested in being considered for this position.

Bethell welcomes applications from all qualified candidates, including but not limited to persons with disabilities, visible minorities (racialized), aboriginal (Indigenous) persons and persons of any gender identity and sexual orientation.

Bethell Hospice offers reasonable accommodation for applicants with disabilities in its recruitment processes, in accordance with AODA (Accessibility for Ontarians with Disabilities Act) and the Ontario Human Rights Code. Please advise if you require accommodation.

This posting is for an existing position.

Please note that artificial intelligence (AI) tools are used as part of our recruitment process. These tools may assist in screening applications and matching qualifications to job requirements. All interviews and hiring decisions are reviewed and made by human recruiters