275 Wellington St
Sarnia, ON
N7T 1H1

Lead the future of Indigenous primary healthcare.
Support communities. Strengthen wellness. Honour culture.

Registered Nurse

Job Posting: Clinical-001

Position Type: Full Time | Permanent

Reports to: Executive Director

Location: Main Location in Sarnia, ON with occasional travel to various locations in Bkejwanong (Walpole Island), Aamjiwnaang, and Kettle and Stony Point First Nations

Salary Range: $34.50 - $39.05 ($67,275.00- $76,150.00)

About E-nangaabe-jig Health Services

Our Indigenous Primary Care Organization is dedicated to improving the health and wellbeing of Indigenous peoples, both in our local First Nation communities and those living in Urban and rural centres throughout Lambton County. Our team provides wholistic primary care that integrates clinical excellence with Indigenous knowledge, culture and traditions.

We are seeking a compassionate and dedicated Registered Nurse (RN) to join our growing team. The RN will provide comprehensive primary care nursing services, health promotion, chronic disease management, and care coordination for individuals and families accessing services, in collaboration with the interdisciplinary team.

This role focuses on building trusting relationships with patients, supporting prevention and wellness, and helping community members navigate the healthcare system.

Position Summary

The Registered Nurse works collaboratively within an interdisciplinary primary care team to deliver patient-centered, culturally safe nursing care. The RN will provide clinical assessments, health education, chronic disease support, and coordination of care for patients across the lifespan.

The position supports preventive care, chronic disease management, and improved access to healthcare services for Indigenous patients and families, working alongside Primary Care providers and Interdisciplinary team members.

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Key Responsibilities

Primary Care Nursing Services

- Provide nursing assessments, triage, and clinical support within a primary care setting.
- Assist physicians, and nurse practitioners with examinations, procedures, and follow-up care.
- Assist traditional healers with ceremony preparation as required.
- Administer medications, immunizations, and treatments as required.
- Monitor and support patients with acute and chronic health conditions.
- Chronic Disease Management
- Support patients living with conditions such as diabetes, hypertension, cardiovascular disease, and respiratory illness.
- Provide education and coaching to support patient self-management.
- Monitor patient outcomes and support ongoing care planning.

Health Promotion & Prevention

- Deliver education related to preventive health, nutrition, screening, and lifestyle changes.
- Support screening programs and preventive care initiatives.
- Participate in community outreach and health promotion activities.

Patient Navigation & Care Coordination

- Assist patients in navigating the healthcare system and accessing appropriate services.
- Coordinate referrals to specialists, diagnostic services, and community resources.
- Collaborate with other healthcare providers to ensure continuity of care.

Culturally Safe Care

- Provide care that respects Indigenous culture, traditions, and healing practices.
- Foster trust and build strong relationships with patients and families.
- Work collaboratively with community partners and cultural supports where appropriate.

Documentation & Quality Improvement

- Maintain accurate and timely documentation in the electronic medical record.
- Participate in quality improvement initiatives and program evaluation.
- Participate in any and all applicable professional development activities as requested.

Qualifications

Required

- Registered Nurse in good standing with the College of Nurses of Ontario (CNO)
- Minimum 2–3 years clinical nursing experience, preferably in primary care, community health, or chronic disease management
- Strong assessment, patient education, and clinical skills

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- Ability to work effectively in a collaborative healthcare team
- Strong patient education and communication skills
- Experience working within interdisciplinary healthcare teams

Preferred

- Experience working with First Nations, Inuit, and Métis communities
- BSCN preferred
- Knowledge of culturally safe and trauma-informed care and/or Indigenous Cultural Safety Training
- Experience with community outreach or health promotion programs

Skills & Attributes

- Commitment to culturally safe, respectful healthcare
- Strong relationship-building and communication skills
- Ability to support patient self-management and empowerment
- Collaborative and team-oriented approach
- Flexibility and adaptability in a community healthcare setting
- Experience in electronic nursing documentation preferred
- Ability to apply critical thinking, problem solving, decision making, conflict resolution and prioritization skills to nursing duties *required*

Nursing is a self-regulated profession governed through the College. A nurse is responsible for practicing in accordance with the standards of the profession, and for keeping current and competent throughout his/her nursing career (College of Nurses of Ontario, 2009).

What We Offer

- Meaningful work supporting Indigenous health and wellness
- Collaborative interdisciplinary care environment
- Opportunities for professional development and certification
- Competitive salary and employer paid benefits package, HOOPP pension
- Supportive and culturally grounded workplace

Equity Statement

We are committed to building a workforce that reflects the communities we serve. First Nations, Inuit, and Métis applicants are strongly encouraged to apply and may be given preference in accordance with organizational policies and applicable legislation.

How to Apply and Deadline

Please submit your resume and cover letter outlining your interest and relevant experience to: hr@iphcc.ca.
Friday November 20, 2026.

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AI-Assisted Content Disclaimer:

This job posting was developed with the assistance of artificial intelligence (AI) to support drafting and improve clarity. The content has been reviewed, edited, and approved by our organization to ensure it accurately reflects the position, our values, and our commitment to providing culturally safe, community-centered primary healthcare services.

E-nangaabe-jig Health Services is an equal opportunity employer and we will accommodate your needs under the Human Rights Code. Upon individual request hiring practices will be modified to remove barriers to accommodate those with disabilities. If you require any accommodations to fully and fairly participate in the application, interview or selection processes, please contact Jillian Mullins at (519-328-2075) or (E-nangaabe-jig@sarnialambtonoht.ca) and we will endeavor to provide a suitable accommodation in a manner that takes into account your accessibility needs.

We thank you in advance for your interest in E-nangaabe-jig Health Services, however, only those applicants selected for an interview will be contacted. Any offers of employment to prospective employees are conditional upon successful completion and disclosure of a Police Records/Vulnerable Sector check.

Disclaimer

The information contained on this website is provided for general informational purposes only. All employment opportunities posted through the E-nangaabe-jig Health Services recruitment system are subject to the specific qualifications, skills, experience, and requirements outlined for each position.

Position requirements are established by the hiring department or program area within E-nangaabe-jig Health Services and are subject to all applicable employment legislation, regulations, and workplace requirements. This includes any relevant authorization to work in Canada and compliance with applicable government policies and legal obligations.

While E-nangaabe-jig Health Services strives to ensure that all information on this site is accurate and current, no guarantees are made regarding the completeness, accuracy, reliability, or timeliness of the information provided. Information is considered current only as of the date it is posted and may be updated, amended, or withdrawn without notice. E-nangaabe-jig Health Services is committed to maintaining the privacy and confidentiality of all applicants throughout the recruitment process.

As an organization dedicated to providing culturally safe, inclusive, and equitable Indigenous primary health care services, E-nangaabe-jig Health Services is an equal opportunity employer. We welcome applications from qualified individuals of all backgrounds and encourage First Nations, Inuit, and Métis candidates to apply.

The information contained on this site is provided for informational purposes only and should not be interpreted as legal advice or relied upon for legal purposes.