

Internal ☒ / External ☐
25-65

Position: PUBLIC HEALTH NURSE		Number of Positions: 1	
Classification:	FULL-TIME ONA	FTE:	1.0 = 35 HOURS PER WEEK
Department:	COMMUNITY AND FAMILY HEALTH	Program:	SUBSTANCE USE PREVENTION AND HARM REDUCTION
Location:	COOKSTOWN	Anticipated Date of Hire:	NOVEMBER 3, 2025
Salary Range:	\$45.37 - \$54.14 HOURLY	Posting Date:	OCTOBER 1, 2025
Criminal Record Check:	Required ☒ YES ☐ NO	Vulnerable Sector Screening:	Required ☒ YES ☐ NO

Position Overview:

The Substance Use Prevention and Harm Reduction program (SUPHR) public health nurse implements the Ontario Public Health Standards in the communities across Simcoe Muskoka.

The SUPHR public health nurse assesses, plans, implements, and evaluates a variety of substance use related issues and initiatives in collaboration with community partnerships. Substance use can include alcohol, cannabis, opioids and other unregulated drugs, commercial tobacco, vaping and other nicotine products.

The SUPHR PHN will be using health promotion and other relevant theories to prevent initiation and reduce the harms associated with substance use. This may include policy development, community mobilization, community development, social marketing, community capacity building, and outreach in response to the current opioid crisis.

See Public Health Nurse position description for further details of the PHN role.

Minimum Requirements of the Job Include:

- Baccalaureate Degree in Nursing (4 Year).
- Certificate of Registration as a Registered Nurse with the College of Nurses of Ontario, which is renewed annually.
- Current CPR level C.
- 1 – 3 years' experience in nursing.
- Demonstrated oral and written communication skills to present information in various formats relevant to the audience.
- Demonstrated ability to synthesize nursing theories and knowledge related to public health and public health sciences, including the determinants of health, arts and humanities and primary care to develop evidence-based approaches for work with individuals and communities.
- Demonstrated ability to apply theory (e.g. change and health promotion theory) to plan and implement health promotion strategies including policy development, community mobilization, community development, social marketing, community capacity building and advocacy, and harm reduction.

- Demonstrated ability to critically assess and interpret health status data, trends in nursing and health related research and apply best practice knowledge to planning and implementation of program initiatives in a variety of settings and clients.
- Demonstrated knowledge of substance use and addiction.
- Demonstrated understanding of legislation, protocols and standards which are relevant to public health nursing.
- Demonstrated skill in critical thinking, analysis and creative problem-solving.
- Demonstrated time management and organizational skills including priority setting.
- Demonstrated ability to work independently and collaboratively with a team.
- Demonstrated skills in facilitation, mentoring, collaboration, negotiation, problem solving, diplomacy and political astuteness.
- Demonstrated skills in Microsoft Word, Excel, PowerPoint and Outlook and the ability to demonstrate technological skills to support work with program communication, information systems and databases to support program delivery.

Preference will be given to candidates with the following qualifications which are considered assets in this competition:

- Recent and relevant experience in substance use prevention and/or harm reduction.

Deadline: 4:00 pm, WEDNESDAY, OCTOBER 15, 2025

This is an internal union posting. External applicants may be considered when the internal recruitment process does not result in a successful internal candidate.

For further details: refer to the **Public Health Nurse** position description.

For both internal SMDHU applicants and external applicants interested in applying for this position, please forward your completed application to Human Resources at hr@smdhu.org referencing posting **#25-65** in the subject line. Your formal application consists of submitting both an up-to-date résumé and a separate cover letter including specific examples in detail of how you meet the minimum requirements and qualifications of this position. The cover letter is to clearly identify:

- How your education meets the educational requirements listed.
- Specific examples of how your experience meets the experience requirements listed.
- Specific examples of how your experience meets each of the minimum requirements of the job listed.
- Specific examples of how your education and/or experience meet each of the preferred assets listed in this competition.

Applicants who fail to satisfactorily provide the information requested above in their cover letter will be deemed to not meet the minimum job requirements listed in this job posting. Accordingly, their application will not be considered in this competition.

Following submission of your e-mailed cover letter and resume, you will receive a standard reply e-mail confirming your e-mail was received by SMDHU. If you do not receive this confirmation e-mail your electronic application was not received and you will not be considered. Also, if SMDHU's confirmation e-mail is dated/timed after the posting deadline, your application will not be considered.

If selected for an interview, candidates may be assessed through testing and/or by providing a presentation/portfolio highlighting examples of their work that is applicable to the position being applied to.

The Simcoe Muskoka District Health Unit is an equal opportunity employer. Accessibility accommodations are available for all parts of the recruitment process upon request. Due to the number of qualified applications we receive, only those selected for an interview will be contacted. All candidates must be legally entitled to work in Canada.