

Internal ☒ / External ☐
25-66

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:	SCHOOL HEALTH
Location:	MIDLAND	Anticipated Date of Hire:	NOVEMBER 24, 2025
Salary Range:	\$45.37 - \$54.14 HOURLY	Posting Date:	OCTOBER 8, 2025
Criminal Record Check:	Required ☒ YES ☐ NO	Vulnerable Sector Screening:	Required ☒ YES ☐ NO

Position Overview:

As a member of the School Health Program, the Public Health Nurse (PHN) will play an integral role in the implementation of the Ontario Public Health Standards (OPHS) related to comprehensive school health promotion. This includes creating and maintaining partnerships with school boards, schools/school communities, internal health unit programs, and external partners.

The School Health PHN is responsible for conducting nursing assessment, and using assessment findings, current data and evidence, to inform the development, implementation and evaluation of comprehensive health promotion interventions to improve the health of school-aged children and youth. These health promotion interventions typically occur at the population level and address a variety of public health topics, based on local needs.

This position primarily services school boards, schools and/or school communities located in the Midland/North Simcoe area, as well as French Language school boards, schools and/or school communities located throughout Simcoe Muskoka. Service to school boards, schools and/or school communities in other areas may be assigned, as needed.

The PHN will be required to travel and will be reimbursed for associated cost according to the Ontario Nurses' Association Collective Agreement. Eligibility for participation in a hybrid work from home agreement may be considered in accordance with the SMDHU Work from Home Policy (OP0110).

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 ability to converse, read and write in French for the purpose of corresponding with contacts in French School Boards and/or Schools in Simcoe Muskoka, collaborating with Francophone community partners (e.g., French Language Schools Community of Practice), and assisting with the development and promotion of School Health programming and service delivery in French.
- Demonstrated oral and written communication skills to present information in various formats relevant to the audience.
- Demonstrated skill in application of health promotion and other relevant theories (e.g. change 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 knowledge and skill in planning and evaluating programming.
- Demonstrated leadership skills including facilitation and team building skills; ability to model, support and serve as mentor for skills development.
- Demonstrated skill in critical thinking, analysis and creative problem-solving.
- Demonstrated time management and organizational skills including priority setting.
- Demonstrated skill in collaboration, negotiation and problem-solving.
- Demonstrated skills in Microsoft Word, Excel, PowerPoint and Outlook and the ability to demonstrate the technological skills to support work with the program communication, information systems and databases required to support program delivery.
- Demonstrate diplomacy and political astuteness.

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

- Recent and relevant experience in comprehensive school health promotion;
- Recent and relevant experience developing and maintaining partnerships with school boards, schools and/or school communities; and
- Recent and relevant experience working with the First Nations, Metis, and Inuit populations.

Deadline: 4:00 pm, WEDNESDAY, OCTOBER 22, 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 **#25-66** 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.