simcoe muskoka
DISTRICT HEALTH UNIT

Posting Notice #26-59

Internal ☒ / External ☐
26-59

Position:	PUBLIC HEALTH NURSE		Number of Positions:	1
Classification:	FULL-TIME	ONA	**FTE:**	1.0 = 35 HOURS PER WEEK
Existing Vacancy	☒ YES ☐ NO			
Department:	COMMUNITY AND FAMILY HEALTH		**Program:**	CHRONIC DISEASE PREVENTION
Location:	COOKSTOWN		**Anticipated Date of Hire:**	DECEMBER 7, 2026
Salary Range:	$ 45.37 - $54.14 HOURLY		**Posting Date:**	NOVEMBER 4, 2026
Criminal Record Check:	Required ☒ YES ☐ NO		**Vulnerable Sector Screening:**	Required ☒ YES ☐ NO

Position Overview:
The Chronic Disease Prevention (CDP) Public Health Nurse (PHN) works to implement the Ontario Public Health Standards (OPHS) related to the Chronic Disease Prevention and Well-Being requirement and components of the Injury Prevention requirement. This includes work to address population health and health inequities, related to topics including healthy eating, poverty, food security/insecurity, physical activity, sedentary behaviour, built environment, mental health promotion, sun safety, injury prevention and healthy aging. The CDP PHN plans, implements and evaluates a variety of initiatives in collaboration with community partners to address the requirements listed in the OPHS.

The CDP PHN works with a wide variety of key partners in settings such as communities, municipalities and schools, as well as with the general public. The CDP PHN uses an upstream, comprehensive health promotion approach. This includes using available data, best practice evidence, and comprehensive health promotion theories and frameworks to assess and take action on local community needs. This may include elements of policy development, community mobilization, community capacity building, creating supportive environments and advocacy.

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.
- New graduates may be considered.
- Demonstrated Oral and Written Communication Skills to present information in various formats relevant to the audience;

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- Demonstrated ability to synthesize nursing theories and knowledge from the public health sciences, including the determinants of health, arts and humanities and primary care to develop nursing interventions with clients;
- Demonstrated knowledge of the factors contributing to chronic disease;
- Demonstrated knowledge and application of epidemiological principles in using strategies such as surveillance and education;
- 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 client;
- Demonstrated skill in conducting comprehensive holistic health assessments with individuals, families, groups and communities to identify and provide appropriate interventions to build capacity for health;
- Demonstrated understanding of legislation, protocols and standards which are relevant in public health nursing practice;
- Demonstrated knowledge and experience related to population health and health equity and the application of health promotion theories including upstream and midstream approaches and the Ottawa Charter for Health Promotion.
- Demonstrated knowledge and skill in planning and evaluating programming;
- Demonstrated skill in critical thinking, analysis and creative problem-solving;
- Demonstrated time management and organizational skills including priority setting;
- Demonstrated skills in collaboration, negotiation and problem-solving;
- Demonstrated leadership skills including facilitation and team building skills; ability to model, support and serve as a mentor for skills development.
- 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;
- Demonstrated ability to work independently within established program parameters; and Demonstrated 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 the application of comprehensive health promotion theories and practices, such as the Ottawa Charter of Health Promotion and Determinants of Health approach;
- Recent and relevant experience developing and maintaining partnerships with communities, municipalities and/or schools in Simcoe Muskoka; and
- Recent and relevant experience working on issues related to health inequities and their disproportionate impact on vulnerable and racialized populations.

Deadline: 4:00 pm, WEDNESDAY, NOVEMBER 18, 2026

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.

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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 **#26-59** 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.

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