

EMPLOYMENT OPPORTUNITY



REGISTERED NURSE

Employment Status:	Casual
Compensation:	\$39.07 to \$56.00 per hour depending on experience plus pay in lieu of benefits.
Location:	Strathmere Lodge – Strathroy, ON
Union:	ONA

POSITION OVERVIEW

The Registered Nurse (RN) provides professional care to residents and supervises care given by Registered Practical Nurses and Personal Support Workers on the unit. The RN plans, directs and co-ordinates all activities necessary for the management of the unit. In addition, the RN works closely with the Director of Resident Care, Assistant Director of Resident Care, Attending Physicians, and all other auxiliary personnel. The RN also maintains confidentiality, including the privacy of all residents at Strathmere Lodge.

This position is casual and on-call, with no guaranteed weekly hours. Shifts may vary from 7:00 a.m. to 3:00 p.m., 3:00 p.m. to 11:00 p.m., or 11:00 p.m. to 7:00 a.m.

QUALIFICATIONS

- Bachelor of Science in Nursing (BScN) or education and experience that allows the RN to practice at full competence.
- Current certificate of registration as a Registered Nurse with the College of Nurses of Ontario (CNO).
- Experience in a geriatric, rehabilitation or long-term nursing setting.
- Current CPR certificate.
- Excellent verbal and written communication skills for interacting with residents, families, healthcare professionals, and administrative staff.
- Exceptional organizational skills with strong critical thinking and problem-solving abilities.
- Demonstrated commitment to nursing excellence, with the capability to inspire and lead others.
- Current Vulnerable Sector Check and TB Testing that is satisfactory to Strathmere Lodge/Middlesex County.

WHY CHOOSE STRATHMERE LODGE?

Strathmere Lodge is a not-for-profit, long-term care home that is owned by Middlesex County. Opened in 2006, this facility sits on a five-acre site on the outskirts of Strathroy. The home provides care to 160 residents in accordance with Ontario legislation and standards established and monitored by the Ministry of Long-Term Care.

At Strathmere Lodge, you will have a chance to make an impact in your everyday work and build lasting relationships. We offer a culture that values inclusion, diversity, and employee development. We invest in our people to help them leverage their strengths to achieve their career aspirations.

HOW TO APPLY

If you are interested in this opportunity, please submit your cover letter and resume by email to hr@middlesex.ca by **4:30 p.m. on October 14, 2025**.

We thank all applicants who apply, but only those applicants to be interviewed will be acknowledged. Personal information is collected under the authority of the Municipal Freedom of Information and Protection of Privacy Act and will be used for candidate selection purposes only.

WHAT WE OFFER

Employee Recognition Events

Professional Development

OMERS Pension Plan

Pay in Lieu of Benefits

Employee and Family Assistance Program

VISIT OUR CAREERS PAGE

<https://www.middlesex.ca/departments/human-resources/job-opportunities>

Join our team and build a rewarding career!

Middlesex County is an equal opportunity employer. We are committed to a diverse and inclusive workplace for everyone. Accommodations are available throughout the recruitment process. If you are contacted for an interview, please advise us of any accommodations that may be required. This information will be treated confidentially and only used for the purpose of providing an accessible recruitment experience.



STRATHMERE LODGE POSITION DESCRIPTION

TITLE:	Registered Nurse
REPORTS TO:	Director of Resident Care, Assistant Director of Resident Care
DEPARTMENT:	Nursing
POSITIONS SUPERVISED:	Registered Practical Nurses, Personal Support Workers
EFFECTIVE DATE:	January 2010
HOURS OF WORK:	7:00 a.m.-3:00 p.m., 3:00 p.m.-11:00 p.m., 11:00 p.m.-7:00 a.m., or as assigned

POSITION SUMMARY

The Registered Nurse (RN) provides professional care to residents and supervises care given by Registered Practical Nurses and Personal Support Workers on the unit. The RN plans, directs and co-ordinates all activities necessary for the management of the unit. In addition, the RN works closely with the Director of Resident Care, Assistant Director of Resident Care, Attending Physicians, and all other auxiliary personnel. The RN also maintains confidentiality, including the privacy of all residents at Strathmere Lodge.

PRINCIPAL DUTIES & RESPONSIBILITIES

- Provides nursing care in accordance with administrative policies, physician orders, established standards and recognized principles of the College of Nurses.
- Ongoing assessment of resident's conditions through recognizing and interpreting signs and symptoms and instituting remedial health measures where appropriate.
- Accompanying physicians on their rounds and processing physician orders.
- Keeping physicians informed of unstable conditions of any residents.
- Assists the physician in diagnostic and therapeutic measures.
- Is responsible for the nursing care of all residents on their unit.
- Administers medications and treatments as prescribed.
- Ensures safekeeping of all medications and narcotics.
- Observes, reports and records symptoms and conditions of residents.
- Responsible for maintaining accurate and complete records of nursing observations and care.
- Responsible for proper care of equipment used in providing care to residents.
- Completes RAI assessments & RAP's as directed by RAI Co-ordinator or designate.
- Assists in developing and maintaining up to date Resident Care Plans.
- Completes all resident assessments as per Strathmere Lodge policy & procedures.
- Ensures that incident/accident reports are completed, and families are notified.
- Assists in maintaining a physical and psychosocial environment which meets the needs of the residents.
- Assists in teaching the residents good health habits.
- Assists in maintaining adequate standards of cleanliness.
- Deals tactfully and courteously with residents, resident families and visitors.

- Studies trends and developments in nursing practice and evaluated their adaptability and where appropriate assists with nursing research.
- Attends in-service programs. Assists with in-service education of nursing personnel.
- Assists in training and supervision of nursing service personnel.
- Assists with annual evaluations of all nursing staff.
- Establishes and maintains good working relationships with all personnel at Strathmere Lodge.
- Performs all other duties as assigned.

QUALIFICATIONS

Education & Experience

- Bachelor of Science in Nursing (BScN) or education and experience that allows the RN to practice at full competence.
- Current certificate of registration as a Registered Nurse with the College of Nurses of Ontario (CNO).
- Experience in a geriatric, rehabilitation or long-term nursing setting.
- Completion of a course in geriatric nursing such as Nursing Unit Administration preferred.

Knowledge, Skills and Abilities

- Proficient in Microsoft Office Suite, including Word and Excel, as well as medical software; experience with PointClickCare is considered an asset.
- Excellent verbal and written communication skills for interacting with residents, families, healthcare professionals, and administrative staff.
- Exceptional organizational skills with strong critical thinking and problem-solving abilities.
- Demonstrated commitment to nursing excellence, with the capability to inspire and lead others.
- Ability to adapt and work in a constantly changing environment.
- Ability to collaborate effectively within a multidisciplinary team.

Other

- Current Criminal Record Check with Vulnerable Sector Screening that is satisfactory to Strathmere Lodge/Middlesex County.
- Current CPR certificate.
- Completion of TB testing (a 2-step TB skin test must be completed within the last twelve (12) months, or a 1-step TB skin test within the last twelve (12) months will be accepted with proof that a 2-step TB test was previously completed).