

REGISTERED NURSE – Infection Prevention and Control (IPAC) Lead

Employment Status:	Temporary, Full-time – up to twelve (12) months
Compensation:	\$42.98 - \$63.84 per hour
Location:	Strathmere Lodge - Strathroy, ON
Union:	ONA

POSITION OVERVIEW

The Registered Nurse (RN) – IPAC Lead is responsible for identifying, investigating, monitoring, and reporting healthcare associated infections. The IPAC Lead collaborates with teams and individuals to create infection prevention and control strategies, policies and procedures, programs, provide feedback, and sustain infection prevention strategies.

In addition, the RN – IPAC Lead works closely with the Director of Resident Care, Assistant Director of Resident Care, Attending Physicians, and all other auxiliary personnel. The RN – IPAC Lead also maintains confidentiality, including the privacy of all residents at Strathmere Lodge.

This is a temporary, full-time position for up to twelve (12) months. Regular hours of work are 8:00 a.m. to 4:00 p.m., Monday to Friday. The successful candidate must be available to work weekdays, weekends and statutory holidays.

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).
- 3 years' experience in a geriatric, rehabilitation or long-term nursing setting, preferably in an IPAC role.
- Completion of an IPAC Canada approved Infection Control course or willingness to obtain this certification within 1 year of obtaining the position.
- Certification in Infection Prevention and Control from the Certification Board of Infection Control and Epidemiology.
- 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 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 November 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:	Infection Control and Prevention (IPAC) Lead
REPORTS TO:	Director of Resident Care, Assistant Director of Resident Care
DEPARTMENT:	Nursing
POSITIONS SUPERVISED:	N/A
EFFECTIVE DATE:	May 2023
HOURS OF WORK:	Monday to Friday, 8:00 a.m.-4:00 p.m. (Hours may be subject to change)

POSITION SUMMARY

The IPAC Lead is responsible for identifying, investigating, monitoring, and reporting health-care associated infections. The IPAC Lead collaborates with teams and individuals to create infection prevention and control strategies, policies and procedures, programs, provide feedback, and sustain infection prevention strategies.

PRINCIPAL DUTIES & RESPONSIBILITIES

1. Program Management
 - Develop, implement, and evaluate infection prevention and control program.
 - Surveillance – develop surveillance plan, analysis of surveillance data, utilize epidemiologic principles to conduct surveillance and investigations.
 - Develop, interpret and assist with implementation of infection prevention and control policies and procedures.
 - Communicate infection prevention and control information and data to the interdisciplinary team, various committees, health care workers, stakeholders and provincial organizations.
2. Design and Deliver Education
 - Assess and address learning needs of those served.
 - Create educational goals, objective and strategies using learning principles and educational tools and technology.
3. Regulatory Requirements
 - Comply with regulatory and mandatory reporting requirements at the local, provincial, and federal levels.
 - Facilitate compliance with regulatory and accreditation standards.
 - Stay current on infection prevention and control standards.
 - Outbreak management.
4. Performance and Quality Improvement
 - Utilizing performance and quality improvement methods to enact change.
 - Defining the scope of quality improvements projects.
 - Selecting appropriate quality improvement tools to aid in efficiency, reliability, effectiveness, and ensure sustainability of the initiative.
 - Ensuring needs of residents and workers are considered in development of and continuous improvement of processes, products, and services.

- Monitor and analyze process and outcome measures to evaluate the effectiveness and sustainability.
 - Participate in Quality Improvement committees, teams, and initiatives as indicated.
5. Occupational Health
- Participate in the development/review of occupational health policies and procedures that relate to infection prevention and control.
 - Assess risk of occupational exposure to infectious disease.
 - Develop rates and trends of occupational exposures.
 - Manage and assist with immunization and screening programs.
 - Apply work restrictions and recommendations related to communicable diseases or following an exposure.

MINIMUM 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).
- 3 years' experience in a geriatric or other Long-Term Care facility, preferably in an IPAC role.
- Completion of an IPAC Canada approved Infection Control course or willingness to obtain this certification within 1 year of obtaining the position.
- Certification in Infection Prevention and Control from the Certification Board of Infection Control and Epidemiology.
- Previous experience providing education and training preferred.
- Previous experience in long-term care as well as knowledge of applicable legislation an asset.

Knowledge, Skills and Abilities

- Thorough knowledge of the *Fixing-Long Term Care Act, 2021* and its regulations, and the Occupational Health and Safety Act and its regulations.
- Possess an understanding of continuous quality improvement principles and tools.
- Excellent facilitation skills to mentor and advise staff, prepare and conduct education sessions for staff and facilitate group training.
- Knowledge of and ability to comply with policies, procedures, best practices and related legislation.
- Proficiency with Microsoft Office (Outlook, Word, Excel, PowerPoint).
- Strong organizational skills.
- Strong interpersonal skills, patience, and oral and written communication skills to effectively communicate with residents, the public, staff and external service providers.
- Ability to prioritize and work efficiently and accurately to meet deadlines in a fast paced environment.
- Possesses the ability to lead by example and motivate others to ensure adherence to the Standards of Practice around infection prevention and control.

Other

- Current Criminal Record Check with Vulnerable Sector Screening that is satisfactory to Strathmere Lodge/Middlesex County.
- Current CPR/First Aid Certification.
- 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).