



FULL-TIME BEHAVIOURAL SUPPORT TRANSITION UNIT  
REGISTERED PRACTICAL NURSES  
COMPETITION NO.: GM-2026-03



Posting Date:	January 13, 2026	Closing Date:	OPEN
Department:	Golden Manor	Hours per Week:	40 hours
Benefits Entitlement:	Yes	Existing Position:	Yes
Pension Entitlement:	Yes – Employer Matched Contributions		
Salary Level:	\$31.70 to \$33.06 per hour (2024)	Union:	CUPE Local 1140

Position Summary

Responsible to the Assistant Director of Care and under the supervision of the RN, the Registered Practical Nurse enhances the effective management and quality of nursing practice in keep with the Standards of the College of Nurses of Ontario, and Long-Term Care standards. The RPN will provide person and family-centered care to residents experiencing dementia related responsive behaviours and will be the designated team lead on the unit.

Duties

- Provide expertise and assistance with personal care and support with activities of daily living for residents with responsive behaviours
- Be a member of the interdisciplinary team and participate in meetings and care conferences
- Contribute to the continuous assessment of the health status of the resident, and to the development and modification of the individual resident’s plan of care
- Responsible for promoting and contributing to the development of a person-centered model of care for residents exhibiting dementia related responsive behaviours and utilize effective communication and interpersonal skills to collaborate with the resident, family, staff and care providers to ensure high quality care
- Medication delivery
- Assess and manage wounds deemed appropriate by the Registered Nurse
- Support the care team in providing safe resident centered care within the scope of practice
- Responsible for promoting resident safety by identifying and mitigating risks, reporting concerns promptly, and adhering to best practices to support a safe and secure environment
- Required to participate and support the City of Timmins Continuous Program in order to help foster a culture of operational excellent
- Other assigned duties with the scope of a Registered Practical Nurse

Qualifications

- New or experienced RPN holding a current CNO license
- Proof of Professional Liability Protection required
- IV therapy and phlebotomy an asset or willing to complete upon hire
- Pieces training
- Gentle Persuasive Approaches (GPA) certificate
- Montessori Dementia Program certificate
- Demonstrated experience in caring for residents with responsive behaviours in long-term care
- Ability to function independently as well as part of an interdisciplinary team in a fast-paced environment
- Demonstrated aptitude to foster caring and trusting relationships with residents and families
- Demonstrated ability to assess residents and contribute to the implementation and review of resident care plans is considered an asset
- Demonstrated ability to monitor health conditions; note changes in conditions; and assess the need for further collaboration with the interdisciplinary team
- Knowledge of the Fixing Long-Term Care Act as well as general knowledge in Infection Control Practices are considered an asset
- Bilingualism is considered an asset
- Must be available to work all shifts
- Current and clear Criminal Record Check with Vulnerable Sector Screening required
- Ability to adhere to all infection prevention and control protocols and screening requirements

How to Apply

To apply for this position, please submit your cover letter/resume to the Human Resources Department.

Via Email: [human\\_resources@timmins.ca](mailto:human_resources@timmins.ca)

*The City of Timmins is committed to providing a safe and supportive workplace where diversity, equity and inclusion are at the core of how we conduct business. As part of this commitment, we will ensure that persons with disabilities are provided reasonable accommodations throughout the recruitment and selection process, in accordance with the Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code. Personal information provided is collected under the authority of The Municipal Freedom of Information and Protection of Privacy Act. We thank all applicants for their interest; however, only candidates under consideration will be contacted.*

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