ANISHNAWBE MUSHKIKI
COMMUNITY HEALTH & WELLNESS

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Position Vacancy Title: Nurse Practitioner - Permanent Full-time

Posting Date: **October 23, 2026**
Posting Deadline: **November 6, 2026**

ORGANIZATION INFORMATION

Anishnawbe Mushkiki is an Indigenous community–led, primary healthcare, non-profit, organization. Our employees collaborate and work within an interdisciplinary health services team to achieve a common goal of improving the quality of health and life of our clients in the Thunder Bay area.

Anishnawbe Mushkiki empowers people to achieve optimal health and well-being through a holistic healthcare approach. We operate a primary care clinic, chronic disease management and prevention, traditional wellness, cultural programs, health promotion programs, community development initiatives, and social support services in a culturally safe environment.

We have a unionized workforce and offer competitive compensation and fantastic benefits, including the Healthcare of Ontario Pension Plan, employer-paid extended health benefits, and generous vacation leave each year.

POSITION SUMMARY

As a member of an interdisciplinary team and reporting to the Director, Health and Community Services, the Nurse Practitioner will provide culturally sensitive primary care services to individuals and families, emphasizing a holistic approach to chronic disease management, health promotion, disease prevention, support, and treatment**. Recent NP graduates and candidates preparing to write examinations in Fall 2026 are encouraged to apply.**

The Nurse Practitioner (NP) is an advanced practice registered nurse responsible for providing comprehensive, patient-centered healthcare services across the lifespan. Working collaboratively with physicians and interdisciplinary healthcare teams, the NP assesses, treats, and manages acute and chronic health conditions while promoting health, wellness, and disease prevention. The Nurse Practitioner conducts physical

examinations, orders and interprets diagnostic tests, prescribes medications and treatments within their scope of practice, and provides education and counseling to patients and families. This role requires advanced clinical expertise, sound judgment, strong communication skills, and a commitment to delivering high-quality, evidence-based care that supports positive patient outcomes.

Compensation: The salary range for this position is **$72.70 to $80.24 per hour**, commensurate with qualifications, experience, and applicable collective agreement provisions.

Duties and Responsibilities

- Provide comprehensive primary and/or specialized healthcare services to patients across the lifespan.
- Conduct health assessments, obtain medical histories, and perform physical examinations.
- Diagnose and manage acute, episodic, and chronic illnesses and medical conditions.
- Order, perform, and interpret diagnostic and screening tests, including laboratory and imaging studies.
- Prescribe medications, treatments, and therapeutic interventions in accordance with applicable legislation, standards of practice, and organizational policies.
- Develop, implement, and evaluate individualized care plans to support optimal patient outcomes.
- Provide health promotion, disease prevention, and patient education to individuals, families, and caregivers.
- Collaborate with physicians, nurses, allied health professionals, and community partners to coordinate and deliver integrated patient care.
- Make referrals to specialists, community resources, and other healthcare providers as appropriate.
- Maintain accurate, timely, and confidential patient records and documentation.
- Participate in quality improvement initiatives, program development, and evidence-based practice activities.
- Support organizational goals through participation in committees, projects, and professional development activities.
- Ensure compliance with professional standards, regulatory requirements, and organizational policies related to patient care and safety.

REQUIREMENTS

- Minimum of three years working as a Nurse Practitioner in a clinical setting preferred
- Current valid licence with the College of Nurses of Ontario as a Nurse Practitioner
- Successful completion of Prescribing Narcotics and Controlled Substances Course
- Excellent written and verbal communication skills
- Demonstrated interpersonal, problem solving, critical thinking and leadership skills
- Computer skills, with working knowledge as it relates to electronic medical records
- Knowledge and experience working with Indigenous peoples is an asset
- Awareness and respect of Ojibway / Cree traditional healing practices is an asset
- Ability to speak Ojibway/Cree is an asset
- Submit to a Tuberculin (TB) Skin Test, satisfactory Criminal Records Check including Vulnerable Sector Screening Check and provide proof of full COVID vaccination upon job offer
- **Candidates who have completed a recognized Nurse Practitioner education program and are scheduled to write their licensing examination in Fall 2026 are encouraged to apply. Employment will be contingent upon successful registration and licensure with the College of Nurses of Ontario.**

APPLICATION INSTRUCTIONS

Applicants may submit covering letter and resume through email to the attention of Human Resources at jobs@mushkiki.com by 4 pm on the deadline date.

Anishnawbe Mushkiki is an equal opportunity and inclusive employer. We thank all applicants for considering employment with Anishnawbe Mushkiki. Only applicants selected for an interview will be contacted.