



Are you a compassionate and dedicated **Registered Nurse (RN)** looking for an opportunity to make a meaningful impact while enjoying the flexibility of a casual position? The Cove Guest Home is seeking skilled RNs to join our vibrant team. Here, you'll have the chance to provide exceptional care to residents in a supportive, family-like atmosphere, fostering their well-being and comfort every day. If you're ready to bring your expertise and heart to a place that values both professional excellence and personal connection, the Cove Guest Home is the perfect fit for you!

Title: Registered Nurse (RN) – Casual

Reports to: Resident Clinical Coordinator

Wage: \$38.01 – \$48.50/hour with shift premiums of \$4.00/hour for shifts between 7 p.m. to 7 a.m. and weekends, plus time and a half for shifts worked on holidays.

Schedule: Provide your availability a month in advance and enjoy a flexible schedule of 8-hour shifts – days, evenings, nights, and/or weekends. Keep in mind that you may often be called in with short notice.

Job Summary: As an RN, you will deliver comprehensive nursing care, ensuring the health, safety, and well-being of residents in accordance with their individualized care plans. Working collaboratively with interdisciplinary teams, you will assess, plan, implement, and evaluate nursing interventions while adhering to the highest standards of care and organizational policies. This casual position offers flexible hours, making it an excellent opportunity for RNs looking to supplement their current schedule or seeking a work-life balance.

Functions and Responsibilities:

- Assess, plan, organize, implement and evaluate resident care activities.
- Understand and carry out the philosophy, objectives, policies, procedures and standards for resident care and related nursing services.
- Provide supervision, leadership, and guidance to LPNs and CCAs/PCWs as necessary to ensure high quality care to residents.
- Consult with and advise the Resident Clinical Coordinator on all concerns related to resident care and the Nursing Department.
- Ensure residents' rights are respected and followed by all staff members.
- Excellent verbal and written communication skills with the ability to interact positively with residents, families, other health care providers and staff.
- Act as "first responder" in staff emergencies (i.e. first aid services) in accordance with the Occupational Health and Safety Act.

- Contribute to the evaluation of work performance and assist in preparation and delivery of performance appraisals for LPNs and CCAs/PCWs.
- Demonstrate leadership in mentoring.
- Document resident progress notes monthly and/or as deemed necessary by resident's condition.
- Investigate incidents and/or complaints and refer them to the Resident Clinical Coordinator.
- Ensure established inventory standards for medication, account for narcotics and follow protocol for medication administration.
- Actively seek opportunities for personal learning and professional development.
- Responsible for carrying out other duties as may be required by the Registered Nurse under the Homes for Special Care Act, Home's By-Laws, standards for nursing practice and as determined by the Resident Clinical Coordinator and the Administrator.

Requirements:

- Graduate of an accredited school of nursing required.
- Current RN certificate of registration with NSCN required.
- Certification in "C" Level CPR/First Aid.
- Comprehensive knowledge of nursing and health care practices.
- Strong clinical, communication, organizational and interpersonal skills.
- Demonstrated ability to think critically, problem solve and make decisions.
- Ability to work effectively in a multidisciplinary team.
- Availability to work a schedule of flexible hours and all shifts inclusive of days, evenings, nights, weekends, and holidays.
- Demonstrated ability to attend work on a regular and consistent basis.

Working Conditions:

- Ability to continuously walk, stand, bend, twist, reach, and move quickly for extended periods.
- Ability to lift, push or pull up to 50 lbs.
- Fine motor skills with precise hand-eye coordination and manual dexterity.

Benefits:

- Priority placement at a brand new on-site childcare facility operated by the YMCA of Cape Breton.
- Participate in our Gas/Heating Oil Program with SYDCO Fuels and save 5 cents off a litre of gas.



Job Post:
Registered Nurse (RN) – Casual

- Access to our Employee and Family Assistance Program (EFAP), offering confidential support for mental health, stress management, and personal challenges that's available 24/7 at zero cost.

Join our team at the Cove Guest Home and make a meaningful difference in the lives of our residents! Enjoy a rewarding career with flexible hours and the chance to work alongside a supportive and friendly team. If you're passionate about helping others and want to be part of a community that feels like family, the Cove Guest Home is the place for you. Apply today and start making an impact!

To Apply:

This position is open until filled. Please submit your application by email to jessica@coveguesthome.com. Include a cover letter and resume that explains your interest in the role, why you believe you are a strong candidate, and highlights your relevant experience and skills. We also require a completed [Application for Employment Form](#). Applications will only be accepted by email. Although we thank all applicants for their interest, we will only contact those we wish to interview.