



Job Posting
Licensed Practical Nurse
Permanent and Temporary Full-Time and Part-Time Positions Available

About Breton Ability

Breton Ability is a purpose-driven organization committed to fostering greater inclusion, independence, support, and value for all people living with disabilities in Cape Breton. We are a leader in transformational change by focusing our efforts on helping people with varying abilities achieve their full potential and live a life that is meaningful to them.

We do this by creating individualized plans for each person we serve and supporting their choices in developing social, personal, vocational, and educational skills to help them transition into community-based living options and participate actively in their community of choice.

Our service streams include a suite of living support options. Our initiatives, such as positive behavior support, low arousal approach, Flourish – the Youth Day programs, innovative community-based options, learning and employment services, outreach services, and person-directed planning programs, have been recognized as flagship programs at Breton Ability.

Our staff members are passionate advocates for people with disabilities, and we inspire this passion by investing in staff development, wellness, and safety.

We are looking for *Permanent Full-time and Permanent Part-time Licensed Practical Nurses*

Position Summary

The Licensed Practical Nurse (LPN) functions in a leadership role to promote the Health and Well-being of the individuals supported by Breton Ability Centre (BAC). In this capacity, the LPN provides Leadership, Supervision, and Direction to the front-line staff of each Neighborhood/Community Home. The LPN will provide direct nursing care to participants in accordance with established policies, procedures, and scope of practice. The LPN works in collaboration with a multidisciplinary team including the Registered Nurse (RN) and other service providers while adhering to the Mission, Vision, and Values of BAC.

Key Responsibilities

- Provides safe, competent, and compassionate nursing care to participants at BAC following CLPNNS guidelines and LPN scope of practice.
 - Support and guide frontline staff to help them provide compassionate, quality care to participants, ensuring everyone works together smoothly and confidently.
 - Administers and documents medications and treatments to participants.
 - Collaborates with a multidisciplinary team (RNs/Physician/Psychiatrist/Occupational Therapist (OT)/Physio/Behavioral Interventionist (BIs)/Psychologist/Pharmacy/Managers/Directors).
 - Implements Care Directives in collaboration with the RN.
 - Monitor and document participant's health status and report changes to the appropriate healthcare providers.
 - Support participants and their families through promoting effective communication and education.
 - Maintain accurate participant records by documenting consistently and complying with all policies & procedures of BAC.
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Qualifications

- **Current licensure** as a Licensed Practical Nurse (LPN) with the **Nova Scotia College of Nursing (NSCN)**.
- Completion of a recognized Practical Nursing program.
- Must be comfortable working in a team environment and actively contributing to a multidisciplinary team.
- Must be committed to the development of individuals with disabilities and fostering opportunities for independence for each person.
- Must be committed to influencing change and enabling innovation and creativity.
- Must have excellent problem-solving skills, is an excellent communicator and take the initiative to address issues and concerns with the direct Supervisor, as they arise.
- Must be committed to continuous learning and quality improvement.
- Commitment to supporting individuals with disabilities within a Social Model based on the UN Convention on the Rights of Persons with Disabilities.
- Strong interpersonal, organizational, and clinical skills.
- Valid Driver's License and access to reliable transportation

Strong leadership is expected in this position, including the following:

- Critical and innovative thinking.
- Active listening.
- Flexibility & Adaptability.
- Dependability.
- Positivity & Empathy.
- Patience.
- Commitment to diversity, equity, and inclusion.
- Commitment to learning and ongoing development.

Why Join Us?

- Supportive and inclusive work environment
- Meaningful work that directly impacts residents' quality of life
- Pension plan
- Ongoing education and professional development
- Supportive team environment
- Opportunities for growth and advancement

How To Apply:

Submit your resume and cover letter to the **Human Resources Coordinator via email only at hr@cb-bac.ca** Please include "**Licensed Practical Nurse**" or "**LPN**" in the subject line.

Breton Ability is an equal-opportunity employer. We encourage applications from all qualified individuals, including those with disabilities.

Join us in creating a future of choice, independence, and dignity for all individuals!
We thank all applicants for their interest; however, only those selected for an interview will be contacted.