



Help us build a community of care in a community that cares.

Up to \$20,000 signing bonus, plus relocation assistance and student loan forgiveness may be available for eligible positions.

Cowichan District Hospital is hiring – multiple opportunities are available at CDH today with our new state-of-the-art replacement hospital set to open its doors in 2027. The new CDH will be BC's first fully electric hospital, built on the unceded traditional territory of Cowichan Tribes. Join our incredible team in Duncan on Vancouver Island, BC. Apply today to connect with a friendly recruiter.

These positions would be a great fit for you if you love the outdoors, want to escape big city living, and are looking for a new, fulfilling career in a vibrant, culturally diverse community that cares. Enjoy an exceptional employer-paid benefits package. It is possible to port your seniority from other provincial health authorities.

Requirements

- Registration with the BC College of Nurses and Midwives (BCCNM) as a practicing RN registrant
- Basic life support, Level C for general duty nurse positions
- Advanced Cardiac Life Support and specialty certification for Critical Care, Emergency and Intensive Care positions

Salary

Hourly rate: \$41.42 - \$59.52

Why Island Health

Island Health continues to be selected for top employer awards, including [BC Top Employer \(2025\)](#). Employees may be eligible for exceptional employer-paid benefit packages including dental and prescription coverage, group life, long-term disability and an extensive extended health plan, as well as generous vacation and leave, and municipal pension benefits.

As the largest employer on Vancouver Island, we believe that our values guide our actions and relationships, shaping how we make decisions and plan for the future. At Island Health, C.A.R.E. guides everything we do:

- **Courage:** To do the right thing – to change, innovate and grow.
- **Aspire:** To the highest degree of quality and safety.
- **Respect:** To value each individual and bring trust to every relationship.
- **Empathy:** To give the kind of care we would want for our loved ones.



New World-Class Hospital

The vision for a new Cowichan District Hospital reflects the deep partnerships and respectful collaboration that makes the Cowichan Valley an exceptional place to live, work and learn. The hospital is being built on the unceded traditional territory of Cowichan Tribes.

Construction for the hospital launched in 2023 and it is expected to open its doors in 2027. The facility will be three times larger with capacity for 204 beds. It will be B.C.'s first fully electric hospital, built to LEED Gold standards for environmental sustainability.

Staff, patients, and Indigenous partners have contributed to a design with improved patient experience and provider wellness in mind, incorporating healing design and a strong connection to the natural environment.

Our Commitment

Island Health offers programs and services on the unceded and traditional territories of the Coast Salish, Nuu-chah-nulth and Kwakwaka'wakw Peoples.

As an organization, we are committed to cultural safety and humility and we demonstrate this through our actions to address Indigenous specific racism, systemic racism and the ongoing impacts of colonialism.

The Indigenous Recruitment & Retention Team works to bring in and retain Indigenous Peoples at all levels of our organization and to promote a culturally safer workplace where Indigenous employees thrive as valued members of the Island Health community.

Please reach out to our Indigenous Recruitment and Retention team for support with your application if you identify as Indigenous at indigenousemployment@islandhealth.ca

Experience Work-Life Balance in the Cowichan Valley

Centrally located on beautiful Vancouver Island, Cowichan Valley communities range from charming seaside villages to bustling town centres near to the centrally located city of Duncan.

The Cowichan Valley is Canada's only Mediterranean climatic zone and boasts the warmest year-round temperatures in Canada. In fact, "Cowichan" is rooted in the Hul'q'umi'num word "shquw'utsun" which directly translated means "to warm one's back in the sun."

Our talented and creative community hosts many crafting and artisan markets for your weekend explorations. Every Saturday, year-round, the Duncan Farmer's Market is a popular community gathering place in the historic downtown.

On your days off, choose from a multitude of farms, wineries, cideries, restaurants, and other diverse gathering places to truly experience the local hospitality. It's easy to get to know people personally in our friendly communities. If you are an adventure-seeker, you'll find world class fly-fishing, kayaking, wildlife



viewing, rainforest hiking, golfing, and much more. Four hikeable and bikeable mountains are close by, plus a huge variety of trail systems with spectacular scenery.

Apply Today

A dedicated recruitment team is here to support you each step of the way. Apply now to start the conversation with us today and find your place at Cowichan District Hospital.

<https://islandhealth.hua.hrsmart.com/hr/ats/Posting/view/206885>