Island Health

If you're an experienced **Registered Nurse or Registered Psychiatric Nurse** looking for a meaningful career move—and a change in lifestyle—bring your skills to the Cowichan Valley on Vancouver Island. Join Island Health's nursing team as it prepares for the opening of **Quw'utsun Valley Hospital / Quw'utsun Hulitun-ew't-hw in 2027**. Deliver safe, compassionate and patient-centred care while building your own next chapter in a community connected to lakes, trails and the coast.

Signing Bonus of up to $20,000

Hiring incentives may be available for select high-demand roles. Island Health participates in Provincial Recruitment and Retention Incentive programs to help attract and support qualified healthcare professionals. These incentives apply only to select positions that meet program eligibility requirements, including geographical location and candidate qualifications. Candidates will be informed of eligibility as they progress through the recruitment process.

What You'll Do

As a Registered Nurse or Registered Psychiatric Nurse, you will provide direct nursing care to patients and/or residents. Working as part of an interdisciplinary team, you will:

- Assess, document and monitor patient health status, reporting changes and collaborating with the care team, patients and families.
- Develop, implement and update individualized care plans in partnership with interdisciplinary teams, including discharge planning.
- Deliver direct nursing care and patient and family education, and respond to emergent or crisis situations as needed.

Bring your clinical knowledge, judgement and compassion to the Cowichan team, supporting patients and families through a range of healthcare needs. Responsibilities and specialty education requirements will vary by position.

A New Hospital. Your Next Chapter.

The new Quw'utsun Valley Hospital will replace Cowichan District Hospital in 2027, bringing expanded services and modern, purpose-built care spaces to the region. With capacity for 185 beds and more than three times the space of the current hospital, the new facility has been designed with patient and staff needs in mind.

Highlights include an expanded emergency department, seven operating rooms, increased CT scanning capacity and on-site MRI.

Join the Cowichan team ahead of this transition and contribute your nursing expertise to the community's next chapter in care.

What You'll Need to Apply

- Current registration (or eligibility) with the BC College of Nurses and Midwives as a practicing Registered Nurse or Registered Psychiatric Nurse.
- Basic Life Support, Level C.
- At least two years of nursing experience.
- Post-basic education required for some specialty areas (or equivalent).

What We Offer

At Island Health, nursing professionals can build long-term careers supported by competitive compensation, comprehensive benefits, a strong pension plan, continuing education and opportunities for internal mobility.

- **Competitive salary:** $41.42–$59.52 per hour plus applicable shift differentials.
- **Comprehensive benefits** including health, dental and vision.
- **Municipal Pension Plan** with employer contributions.
- **4 weeks paid vacation** (prorated to FTE) plus 13 statutory holidays.
- **Continuing education** and professional development opportunities.
- **Relocation assistance** may be available for eligible candidates.

Build Your Career. Make Cowichan Home.

Finding the right role also means finding a place where you want to live. In the Cowichan Valley, you can build a nursing career alongside time on local trails, days by the lake and visits to nearby coastal communities. Bring your skills to meaningful patient care and make room for the activities and connections that matter to you.

A new hospital. Your next chapter. Apply today.

If you identify as Indigenous, please reach out for support with your application from the Indigenous Employee Experience team: indigenousemployment@islandhealth.ca

careers.islandhealth.ca/cowichan/

Island Health respectfully acknowledges that Quw'utsun Valley Hospital / Quw'utsun Hulitun-ew't-hw is being built on the unceded traditional territory and ancestral lands of Cowichan Tribes, whose stewardship and care for these lands continues today. The hospital will also serve Ditidaht, Pacheedaht, Ts'uubaa-asatx, Malahat, Penelakut, Lyackson, Stz'uminus and Halalt Peoples, as well as Métis and Inuit Peoples.

As an organization, Island Health is 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.