



RÉSEAU DE SANTÉ

Horizon
HEALTH NETWORK

CAREER GUIDE



A woman with curly blonde hair, wearing a teal polo shirt and a name tag that says "Krista", is smiling and standing in a clinical setting. She is holding onto a metal railing. The background is a blurred view of a hospital or clinic with various pieces of equipment and a clock on the wall. The image has a blue tint overlay.

KRISTA

PHYSIOTHERAPIST

“

Working at Horizon is a unique experience because they support me in not only my career journey but also my personal journey.

”

ABOUT US

At Horizon, we have more than 13,000 passionate employees and 4,400 volunteers working across our province in over 150 different roles, all with the same goal: delivering exceptional care, every day.

Our guiding principles of quality and safety are the pillars of our health care system and our core values of compassion, respect, excellence, integrity, and leadership shape our work together.

While New Brunswick is the only officially bilingual province in Canada, Horizon's working language is English. Some positions in some communities will require a working level of bilingualism, but this requirement doesn't apply to all. Our services cover two thirds of the province as well as parts of Nova Scotia and Prince Edward Island.

Make a real difference. Join the team.

We believe everyone deserves the best care, always. That also extends to care for our employees. We make sure you are equipped to succeed. We support development and advancement through programs that focus on skill building.

With a work-life balance, a rewarding compensation package, and a positive experience from day one, Horizon believes in investing in its people.

The following values guide and shape how we work together and serve our patients, clients, their families, and each other:

- We show empathy, compassion and respect
- We strive for excellence
- We are all leaders, yet work as a team
- We act with integrity and are accountable

As a team, we are all connected and united in our mission. Horizon employees are the heart of our operations, and people always come first. That's the Horizon way.



HORIZON HEALTH NETWORK SERVES TWO-THIRDS OF THE PROVINCE!

Horizon locations vary from rural to urban, and everything in between. Throughout New Brunswick you can find Horizon in almost every corner, offering services that range from acute care to community clinics as well as hospital environments. Any lifestyle you wish to embrace is possible at Horizon, and we are here to help you achieve it.

Facilities and Locations



A man with glasses and a white lab coat over dark scrubs stands in a clinical setting with exercise equipment in the background. The image is split vertically: the left side is in grayscale, and the right side is a solid blue overlay.

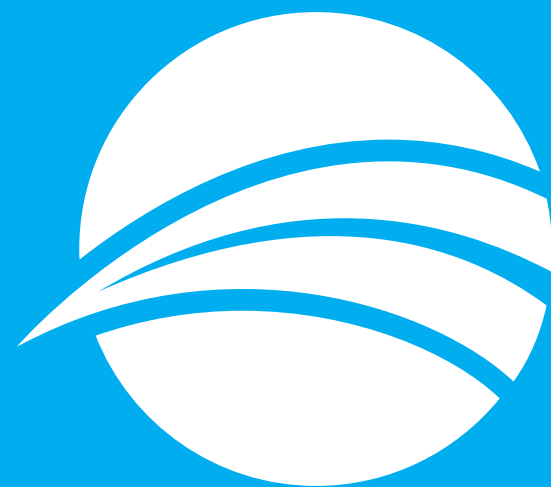
CHUCK

PORTER

“

Being able to help someone in any way I can is the reason I work for Horizon.

”



RÉSEAU DE SANTÉ

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HEALTH NETWORK

START A CAREER AT HORIZON

We have strong programs in place to introduce potential new employees and students who are familiar or new in the health care field to Horizon. We offer a variety of positions and continuous learning opportunities. It's more than a job, it's a career!

There are several ways you can start a career at Horizon: through our Education Placement Program, by inquiring about job shadowing, by becoming a volunteer, or by applying today for one of the many available opportunities.

On internships, preceptorships, and students

At Horizon, we believe Education Placements are the foundation for recruitment and workforce planning. That's why we created the Horizon Education Placement Program (EPP).

Annually we process and manage thousands of coordinated placements for individuals through job shadowing and students in high school, college, and university! We are committed to providing a supportive, collaborative learning environment that fosters development, knowledge, and networking opportunities.

Our primary focus is to offer a placement that meets and exceeds your learning objectives. This also allows Horizon to establish a life-long relationship with you. We welcome every opportunity to showcase our dedicated team, career variety, and vast network.

Job Shadowing

Interested in trying out a position to see if it's the right fit? Contact us to learn about shadowing opportunities. This is the perfect opportunity to follow a professional for a day and experience Horizon. Job shadowing is not limited to students. Everyone is welcome to inquire about job shadowing!

Learn more about the requirements by checking out our career center at **www.HorizonNB.ca**

Volunteering with Horizon

Volunteers are a driving force for us. Whether they actively help those in need or are simply present with patients that need it the most, volunteering at Horizon has always proven to be one of life's most rewarding experiences.

For more information on how to become a volunteer, visit **www.HorizonNB.ca**



THE MANY CAREERS WITHIN HEALTH CARE

Everyone is able to contribute to the well-being of all New Brunswickers. You can work in health care as a plumber, electrician, carpenter, administrative support, and so much more. It takes a team to improve the well-being of our communities and help those in need. If you are looking to have a real impact on New Brunswickers, and purposefully do what you love, a career at Horizon is for you!

CAREER PATHS AT HORIZON

Every role within Horizon is essential to fulfilling our goal of delivering exceptional patient and client care, with a commitment to quality and safety. This is your opportunity to make a positive difference in the lives of New Brunswickers.



Support Services

At Horizon, support services employees apply their skills in both direct and indirect patient care settings. With our support services staff in over 60 types of positions, they are vital in ensuring the smooth operation of both our hospitals and community-based facilities.

Some examples of careers include:

- Clerical
- Trades
- Food Services
- Administrative Support
- Environmental Services
- Portering

Support Services Talent Acquisition Team:



David
Doucet



Kaitlin
O'Driscoll



Paula
Toulman



Sandra
Ketch



Management and Business Professionals

Management and business professionals play a key role in delivering exceptional patient care. You will work collaboratively with internal and external stakeholders to provide comprehensive, patient-centred care, and support our health care system.

Some examples of careers include:

- Managers
- Directors
- Human Resources
- Communications
- Finance
- Official Languages
- Quality and Patient Safety

Management Talent Acquisition Team:



Kerry
Kennedy



Lisa
Robinson



Kaitlin
O'Driscoll

CAREER PATHS AT HORIZON



Allied Health

Allied health includes health care professionals who provide diagnostic, technical, and therapeutic services. The roles within allied health cover a wide spectrum of health care disciplines.

Some examples of careers include:

Therapeutics:

- Audiologist / Speech Language PathologistDietitian
- Pharmacist
- Psychologist
- Physiotherapist / Occupational Therapist
- Social Worker

Diagnostics:

- Sonographer (Cardiac, Vascular or medical)
- Diagnostic Imaging Technologist
- Medical Laboratory Technologist
- Clinical Engineering
- Electroneurophysiology

Allied Health Talent Acquisition Team:



Derek
Schriver



Kaitlin
O'Driscoll



Paula
Toulman



Physicians

Physicians are vital to our network.
Please go to <https://nbhealthjobs.com/> to apply.



Nursing

A career in nursing offers opportunities in a variety of acute and community settings such as regional and community hospitals, community health centres, clinics, Public Health, and addiction and mental health services.

Some career examples include:

- Registered Nurse
- Licensed Practical Nurse
- Nurse Practitioner
- Patient Care Attendant

Nursing Talent Acquisition Team:



Ginette
Landry



Kari
Gautreau



Ellie
Doucette



Sandra
Ketch



Lisa
Davies

“

*Being surrounded by inspiring
and creative minds is why
Horizon is for me.*

”

JOHN

PHYSICIAN



OPPORTUNITIES AWAIT YOU AT HORIZON

Working for the largest health authority in New Brunswick means being a part of the medical field, but also being a part of other trades and domains of expertise. This is not an inclusive list, but as you can see, we have an opportunity for everyone!

High School, Adult Education, or GED Diploma

- Environmental Services Worker
- Food Services Worker
- Groundskeeper / Maintenance
- Health Records Clerk
- Inventory Expeditor
- Porter
- Telecommunications Clerk

College Diploma or Program Certificate

- Accounting / Benefits / Payroll Clerk
- Administrative Support
- Admission / Registration / Scheduling Clerk
- Audiology / Speech Therapy Assistant
- Building Systems Operator*
- Cardiology Technologist*
- Carpenter / Cabinetmaker / Locksmith*
- Clinical Engineering Technologist*
- Cook*
- Diet and Menu Technician
- Electrician*
- Electroneurophysiology Technologist*
- Electronic Technician*
- Human Services Counselor
- Industrial Mechanic*
- Library / File Clerk
- Licensed Practical Nurse*
- Medical Device Reprocessing Technician*
- Medical Electrophysiology Technician*
- Medical Laboratory Assistant / Phlebotomist
- Medical Transcriptionist
- Nursing Unit Clerk
- Occupational / Physiotherapy Assistant
- Ophthalmic Assistant
- Orthopedic Technologist*
- Painter*
- Patient Care Attendant
- Pharmacy Technician*
- Plumber*
- Power Engineer*
- Refrigeration and Ventilation Mechanic*

Bachelor's Degree

- Anesthesia Assistant*
- Communications Professional
- Diagnostic Imaging Technologist*
- Dietitian*
- Dosimetrist*
- Health Information Professional*
- Human Resources Professional
- Managerial Administration
- MRI Technologist*
- Medical Laboratory Technologist*
- Medical Radiation Technologist*
- Midwife*
- Nuclear Medicine Technologist*
- Nurse Practitioner*
- Patient Safety Professional
- Psychometrist
- Radiation Therapist*
- Recreation Therapist
- Registered Nurse*
- Respiratory Therapist*
- Risk Management Professional
- Social Worker*
- Sonographer*
- Tissue Bank Specialist*

Master's Degree

- Audiologist*
- Executive Administration
- Medical Physicist*
- Occupational Therapist*
- Pathologist Assistant*
- Physiotherapist*
- Speech Language Pathologist*

Doctoral Degree

- Pharmacist*
- Physician*
- Psychologist*

** denotes that the profession is regulated by government and requires professional licensing or registration to practice in NB*



WE WORK WITH YOU

At the recruitment stage, our talent acquisition team will work closely with you to discuss your career goals and areas of interest to identify opportunities within Horizon that are the best fit for you and the organization.

We will always ensure you feel equipped to succeed by supporting your development and advancement through programs that focus on skill building. We have safe and respectful workplace programs to support your well-being at work and outside of it.

HIRING PROCESS

Our Talent Acquisition Team is here to help you! Tell us about your interests, career goals, and talents so that we can help you determine which Horizon opportunities are the best fit for both your career and personal growth.

Have a question or want to apply? Reach out!



1

SUBMIT AN ONLINE APPLICATION

Create your account and build your profile at Horizon's Career Centre. Once completed, upload your resume and apply to a posted position or simply submit your interest as a general application to be considered for current and future opportunities. It's that easy!

<https://horizonnb.itacit.com>

TIP: Don't sell yourself short! Tell us all about you and your accomplishments.

2

INTERVIEWS

A member of our team will contact candidates being considered to complete screening, testing and behavioural assessments as applicable.

Talent Acquisition Specialists and hiring managers will interview candidates who are successful in the screening process. Interviews can be done in person or online as per mutual scheduling availability.

TIP: Come with questions prepared! This is also your opportunity to get to know us better and see why Horizon is the best fit for you.

3

REFERENCES

Two verifiable work references are required as part of the selection and interview process.

TIP: Make sure they are prepared ahead of time to avoid delays!

4

FORMAL OFFER OF EMPLOYMENT

Candidates who are offered employment will receive a formal letter of offer by e-mail.

5

ONBOARDING

After receiving a letter of offer, candidates will provide the following, as required:

- Copy of SIN card or document
- Criminal Record Check and/or Vulnerable Sector Check
- Proof of education (as per posted qualifications)
- Professional license / registration / certification (as per posted qualifications)
- Proof of immunizations

6

CaRES

CaRES is Horizon's program for welcoming and orienting new employees. It is based on Horizon's values and standards for Caring, Respect, Excellence, and Service. As a new employee you are automatically registered into the CaRES program. Through this program, we'll give you the right tools to support your success.



“

*Being able to educate
people on my role is very
rewarding. Working for
Horizon I am able to have
that work-life balance I want.*

”

MEAGAN

SONOGRAPHER

FREQUENTLY ASKED QUESTIONS

Where is New Brunswick?

New Brunswick is one of Canada's Atlantic provinces. Boasting short commutes, the warmest ocean waters in the country, and a rich and colorful cultural experience, New Brunswick is truly Canada's hidden gem. It is an outdoor enthusiast's paradise and a desirable place to settle down and raise a family. It's no surprise that more and more people are choosing to establish roots here. City life, charming towns, breathtaking rural communities: New Brunswick has something for everyone. This is your opportunity to become a New Brunswicker!

Who is the team?

At Horizon, we have more than 13,000 passionate employees and 4,400 volunteers sharing their time and talents across our province in over 150 different roles. Everyone has the same goal: delivering exceptional care, every day.

What kinds of positions are available?

We are always looking for professionals to join our team. If you want to make a real difference, we want to hear from you! Full time, part time or casual, our Talent Acquisition Team is ready to work with you to find the best fit within the Horizon team.

What if I don't want to work in a hospital?

Horizon has something for everyone. We have positions in hospitals and community-based facilities that offer a variety of work environments. We will work with you to find a position that meets your needs.

What if I do not have a medical background or education?

Not a problem at all! We need skilled individuals in a variety of roles such as administrative support, food services, maintenance, and more!

Can I get involved by volunteering?

Absolutely! Volunteers are a driving force for us. Whether they actively help those in need or are simply present with patients that need it the most, volunteering at Horizon has always proven to be a very rewarding experience.

For more information on how to become a volunteer, visit ***HorizonNB.ca***

**WE WOULD LOVE TO
HEAR FROM YOU!**



careers@HorizonNB.ca

