

Great
People.
Meaningful
Work.



Join our team

“For 35 years, the most important part of our business has been hiring *Great People* who take pride in making our communities a great place to live, work and visit. As we grow and expand into new markets, I encourage emerging leaders and established professionals to consider Shannex as a next step—the rewards, connections and career potential is limitless.”

– Jason Shannon, President



Welcome to Shannex »



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Our Commitment to Great People

We understand the connection between the work you do every day and the life you love outside of work. Your home, family, friendships, health and interests are impacted by your position on our team. We cherish the role we play in your life and are committed to creating a welcoming and inclusive workplace where you can be proud, belong and become your full potential.

At the end of your day, you will leave work knowing how much you matter. Regardless of your role, your work will have a direct impact on the lives of residents. You will be respected, valued and encouraged to explore advancement along a rewarding career doing the work you love.

Great People Go Far

For those who bring our *Guiding Principles* to life, being compassionate, honest, professional and safe, a long and fulfilling career awaits. At Shannex, we want to help you learn and grow as a skilled practitioner in your field of choice. With multiple divisions and areas of specialty available, Shannex offers endless paths for exploration and advancement.



Meet some of our *Great People* »



« Great Rewards

Benefits

Team members have access to benefits for themselves and their family, including insurance and services related to health, wellness, and retirement savings. Shannex's Perks Program also provides discounts to participating businesses.

Compensation

Depending on your role and type of employment, your compensation may include an hourly rate or pay or an annualized salary. It also may include taxable benefits, variable pay, premiums or incentives.

Learning and Development

We want you to grow and stay with us throughout your career. Shannex's Centre for Excellence programs and resources will help you learn and build a rewarding career with us.

Performance and Recognition

You will be seen, heard and celebrated for the work you do every day. With programs like 'Caught you being Great' and our Excellence Awards, we recognize achievements in our communities.

Work Life

Each day, you can look forward to feeling a sense of appreciation, purpose and belonging. Compassionate, honest, safe and professional team members will genuinely care for you—inside and outside of work.

Clinical and Healthcare Careers

Those who choose a career path at Shannex can exercise their full scope of practice in a professional and fast-paced environment that feels like home. Residents will rely on you to support their continued independence, happiness and wellbeing. As a result, you will build critical skills in communication and enjoy special bonds made possible by getting to know residents and their families over time, in a meaningful and personal way. From licensed nursing to personal care, nutritional planning, wellness programming and leadership, Shannex offers a variety of clinical roles such as:

Registered Nurse (RN)

Licensed Practical Nurse (LPN)

Continuing Care Assistant (CCA)

Personal Attendants and Care Aides

Dietitian

Health Partners (PT/OT, Social Worker)

Recreation Coordinator / Wellness coach

Health Services Managers / Director of Care

Become an Elder Ally

Working with seniors adds value to our lives and work experiences. In our communities, you will gain exposure to a range of care, cognitive, dietary, wellness and medical needs among older adults, leading to your personal and professional growth within an in-demand healthcare specialty in an aging Canadian population. Residents will share their stories, advice and humour with you and will be curious about your background, family and hobbies. You will see every resident as being a valued member of our community and celebrate their lives, contributions and perspectives as a proud elder ally.



Work-Life Balance

Whether you're working in a licensed nursing home or one of our retirement living communities, Shannex wants you to enjoy a full life, complete with rewarding work, access to support and time for family, friends, personal interests and self-care. Here are just a few ways we support work-life balance:



- A variety of shift configurations offered in most locations
- A manageable workload with a focus on continuous improvement
- Dedicated workforce coordinators to secure full staffing complement
- Optimized rotations (e.g. up to one full week off every six weeks for 12-hour shifts)
- Total Rewards program includes access to medical professionals and mental health support

Learning & Development Programs

You may be searching for a new career in healthcare or already well on a path to clinical leadership, and at Shannex, we are proud to offer a range of opportunities to learn, grow and advance your skills. Over the last year, we have enrolled and celebrated team members for their work in the following programs:

- Work and Learn program for new Personal Attendants
- Yellow Belt program for quality improvement
- Executive Leadership Development program



Hospitality and Service Careers

As part of our commitment to helping residents live life to the fullest, a range of services and supports are included and available in our communities. Delivering exceptional service is a standard that applies to all our *Great People* regardless of where they work. From the first impression offered at the front desk to creating quality meals and delivering personal laundry, our friendly and dedicated team members support residents in a variety of roles such as:

Wait Staff and Servers
Chefs, Cooks and Food Services
Housekeeping and Laundry Aid
Maintenance

Concierge and Front Desk Receptionist
Driver and Transportation Services
Lifestyle Consultant
Resident Experience Management

What You Will Love the Most

Every day, you will work where residents live. They will welcome you into their home and look forward to seeing you during meals, at their door or on their way to an activity. You will work alongside elder allies and be part of a team *Leading the Way to Better Living*. Whether you're creating quality culinary experiences for residents or providing housekeeping services to an avid baker who invites you to try their latest recipe, you will see residents as storytellers, singers, dancers, writers, artisans and accomplished professionals who add value to your life and career.



Work-Life Balance

Those in the hospitality sector make a living by taking care of others, seven days a week, and often during evenings and weekends. As a result, many talented chefs, servers and support staff report missing out on family getaways, special events and social occasions with friends.

At Shannex, you'll find the time and space to reconnect with those you love. Here are the things our team members most enjoy about working in one of our communities:

- Rarely working past 8:00 p.m.
- Most shifts take place during business hours
- Split shifts are rare
- Rotating weekend schedules
- Competitive base rate wages
- Immediate access to benefits for roles 0.4FTE or greater



Corporate Services Careers

While most of our *Great People* work directly with residents in communities across Nova Scotia, New Brunswick and Ontario, a diverse group of skilled professionals fuel our continued growth, operation and innovation from Shannex's Home and Regional Office locations in Halifax and Moncton. Corporate services teams provide direct support to our communities and are integral to the resident experience. We welcome professionals to a variety of corporate services teams, including:

Technology & Innovation

- Information Technology
- ICT & Support
- Data & Insights
- Business Systems
- Project Management

Finance

- Accounting
- Accounts Receivable/Payable
- Procurement
- Corporate Finance
- Payroll

People & Culture

- Recruitment
- Learning & Development
- Immigration
- Health, Safety and Wellness
- Labour Relations
- Total Rewards/Benefits
- HR Business Partners

Building & Assets

- Sustainability
- Maintenance
- Support Services
- Construction
- Capital Projects
- Procurement

Brand

- Communications & Community Affairs
- Marketing & Digital Media
- Creative Services
- Sales
- Service Excellence



What Guides our Team

Every Shannex community has its own unique characteristics and offerings, but the presence of *Great People* and Exceptional Service is universal. The experiences we create for all who live and work in our communities are inspired by our *Guiding Principles*:

Our Guiding Principles

Compassionate | Honest | Professional | Safe



Our *Philosophy of Service*, “Your Life. Your Choice. Your Home” is our commitment to understand resident needs, respect their wishes and create a place where they feel at home. Most of all, it is a promise to be there for residents when they need us, providing compassionate care and exceptional service.



Our Work

At Shannex, we are elder allies who understand the importance of choice and independence.

In Nova Scotia and New Brunswick, our Shannex Enhanced Care team operates government-licensed long term care communities that are fully accessible to individuals from all walks of life who require full-time nursing services, personal care and specialized therapies. These communities are licensed and accredited by Accreditation Canada.

Our retirement living division operates across Nova Scotia, New Brunswick as Ontario as Parkland

Retirement Living, Parkland Lifestyle Residences, Parkland Lifestyle Communities and Faubourg du Mascaret. Beautifully designed, these communities provide premium accommodations, unparalleled amenities and a full continuum of independent, all-inclusive and supportive lifestyle options.

For those who require additional support while living in a Shannex community, our home care division provides personal care and assistance to meet the evolving needs of residents as they safely age in place.



Our Communities

Shannex proudly serves communities in Nova Scotia, New Brunswick and Ontario.

Shannex communities continuously improve and evolve to reflect resident input and trends in technology, clinical innovation and design. Our team members work closely with partners to oversee the design and construction of each new community, balancing beauty and comfort with resident wellbeing top of mind. For more information about our communities, visit shannex.com/locations.



Nova Scotia



New Brunswick



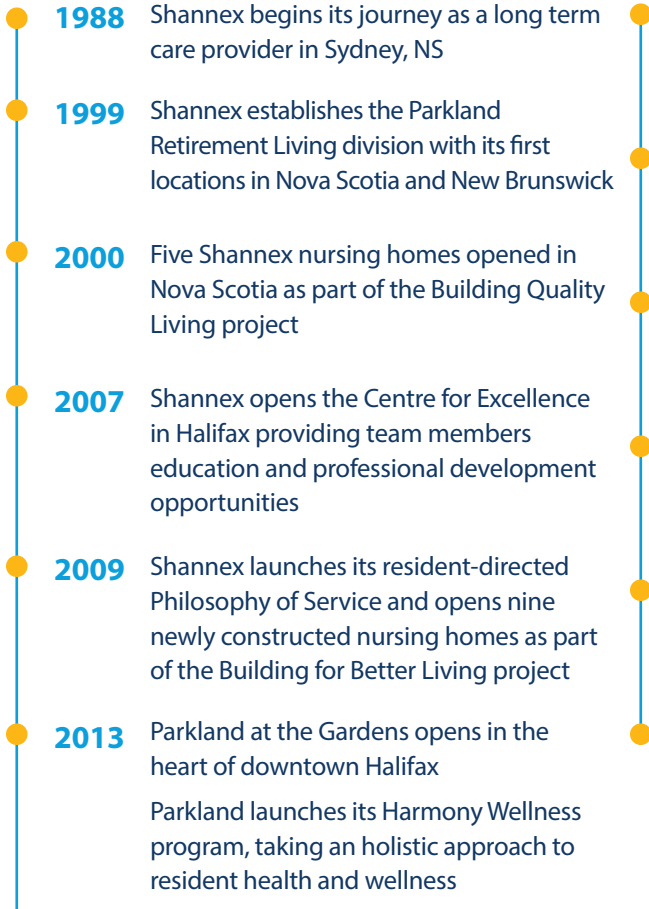
Ontario



Shannex residents and team members share a passion for energy management and sustainability. With active Green Teams across the organization, Shannex embraces its role as a global citizen with local impact. We continue to uphold and adopt practices to align with international standards for energy management, diverting waste from landfills, reducing greenhouse gas emissions and water consumption.

Our History

It all began in 1988 when our founder, Joseph Shannon, purchased a nursing home in his hometown of Sydney, Nova Scotia. His vision forged a path to set a new standard for accommodations, services and support for seniors. For more than three decades, residents and their families have inspired our continued growth. What started as a single location in Cape Breton has grown to include operations across Nova Scotia, New Brunswick and Ontario. Below are just a few of the highlights spanning 35 years. Read more at shannex.com/ourhistory

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- 1988** Shannex begins its journey as a long term care provider in Sydney, NS
 - 1999** Shannex establishes the Parkland Retirement Living division with its first locations in Nova Scotia and New Brunswick
 - 2000** Five Shannex nursing homes opened in Nova Scotia as part of the Building Quality Living project
 - 2007** Shannex opens the Centre for Excellence in Halifax providing team members education and professional development opportunities
 - 2009** Shannex launches its resident-directed Philosophy of Service and opens nine newly constructed nursing homes as part of the Building for Better Living project
 - 2013** Parkland at the Gardens opens in the heart of downtown Halifax
Parkland launches its Harmony Wellness program, taking an holistic approach to resident health and wellness
 - 2015** Shannex expands to Ontario with the acquisition of Parkland on the Glen and the Glen Erin Inn and Spa
 - 2016** The first annual Shannex Excellence Awards is held to celebrate the accomplishments of our *Great People*
 - 2017** Shannex opens Faubourg du Mascaret, it's first French-language retirement living campus in Moncton, NB
 - 2020** Shannex opens Parkland on Eglinton West in Etobicoke, its first fully designed and built project in Ontario
 - 2022** Shannex announces Shannex Cares, a community program designed to improve the lives of seniors
 - 2023** Shannex becomes first seniors' living organization in Canada to achieve ISO 50001 certification for energy management

Shannex continues to welcome *Great People* and build communities to help meet the growing demand for accommodations, services and supports for Canada's aging population. Join us as we lead the way to better living and embark on our next Strategic Plan. Learn more at **shannex.com/strategicplan**.

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Shannex™



Parkland™
LIVE YOUR BEST LIFE



FAUBOURG^{HD}
du Mascaret

Shannex™
ENHANCED CARE

Building communities in Nova Scotia, New Brunswick and Ontario

shannex.com/careers