



Provincial Health Services Authority

STUDENT EDUCATION PATHWAYS

We're Curing Cancer Here. Are You In?

Learn more:

jobs.bccancer.bc.ca | careers@bccancer.bc.ca

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Sign up to receive our careers newsletter and learn about future opportunities across BC Cancer.

Whether you're exploring a new role or planning your next career move, our newsletter delivers the latest job openings, career development tips, and updates from our teams.

You can unsubscribe at any time, and we promise to send useful career related information (no spam).

Don't miss your next opportunity — [subscribe now](#) and stay ahead in your career with BC Cancer

SCAN ME OR CLICK ME TO OPT-IN

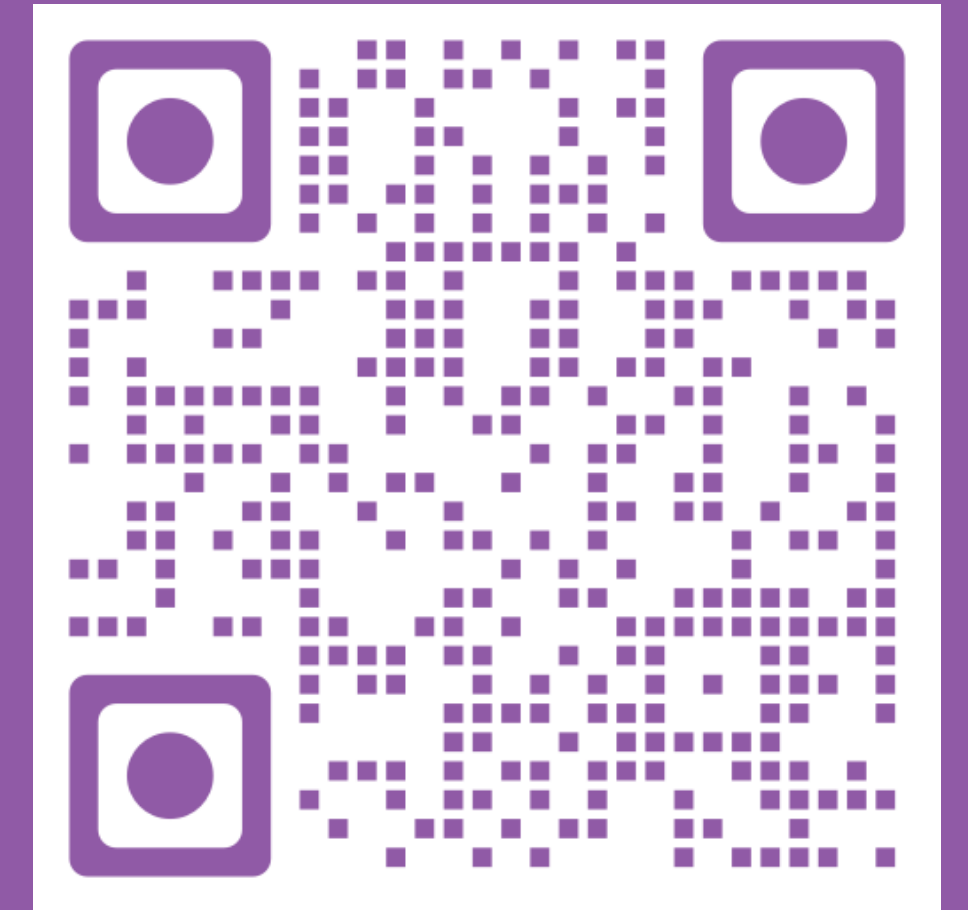




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Current Regional Cancer Centres



Prince George



Kelowna



Abbotsford



Surrey



Vancouver



Victoria

Future Locations



New Surrey
Hospital &
Cancer Centre



Burnaby Hospital
& Cancer Centre



Nanaimo
Cancer Centre



Kamloops
Cancer Centre



WE'RE CURING CANCER HERE. ARE YOU IN?

BC Cancer dreams about and works towards cancer-free lives for everyone, and we are looking for more people who want to make this dream come true.

In this guide, we offer insights and direction to help you navigate potential health care career paths with BC Cancer. Whether you are exploring new roles, considering professional development opportunities, or planning long-term career goals, this guide aims to empower you with the information and inspiration needed to make thoughtful and strategic decisions about your future.

We encourage you to approach your career journey with curiosity and ambition, leveraging this guide as a starting point while engaging with our existing career information for the most accurate and detailed job information.

We're now hiring for roles that include advancement opportunities, comprehensive benefits and daily doses of bravery. Opportunities available for Radiation Therapists, Oncologists, Nurses, PET Technologists and more.

Learn more about growing your career with BC Cancer at: jobs.bccancer.bc.ca



BC Cancer Careers | We're Curing Cancer Here. Are You In?

Find more videos at www.youtube.com/@BC-Cancer

*This document is not intended to serve as a comprehensive catalog of all job opportunities available at BC Cancer, nor does it replace official job descriptions or formal recruitment materials.

ABOUT US

VISION

A world free from cancer.

MISSION

To reduce the burden of cancer in British Columbia.

VALUES

- » We provide person-centred care and support
- » We collaborate to deliver high-quality integrated care
- » We treat all those we serve with compassion and kindness
- » We serve with purpose and passion
- » We inspire creativity and excellence through innovation

BC Cancer's mandate covers the full spectrum of cancer care from prevention, screening, diagnosis and treatment, to research and education, to supportive and palliative care.



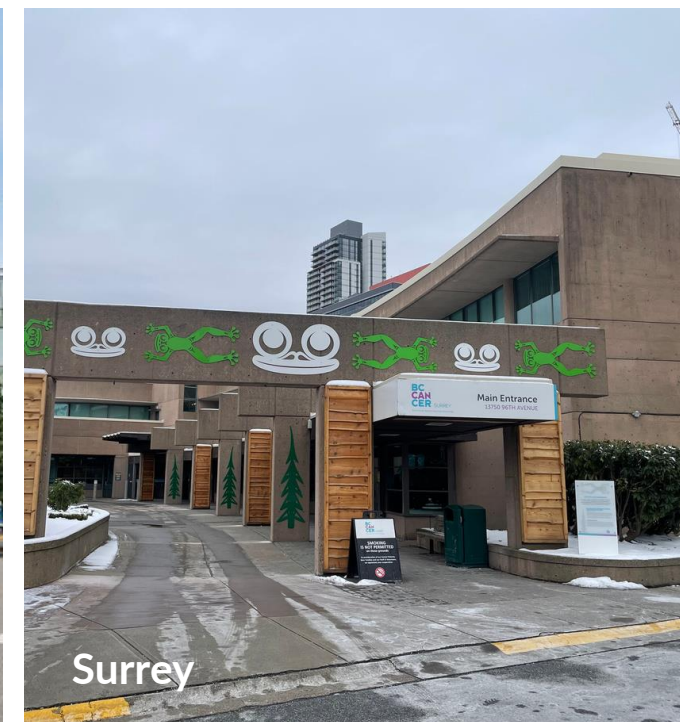
Vancouver



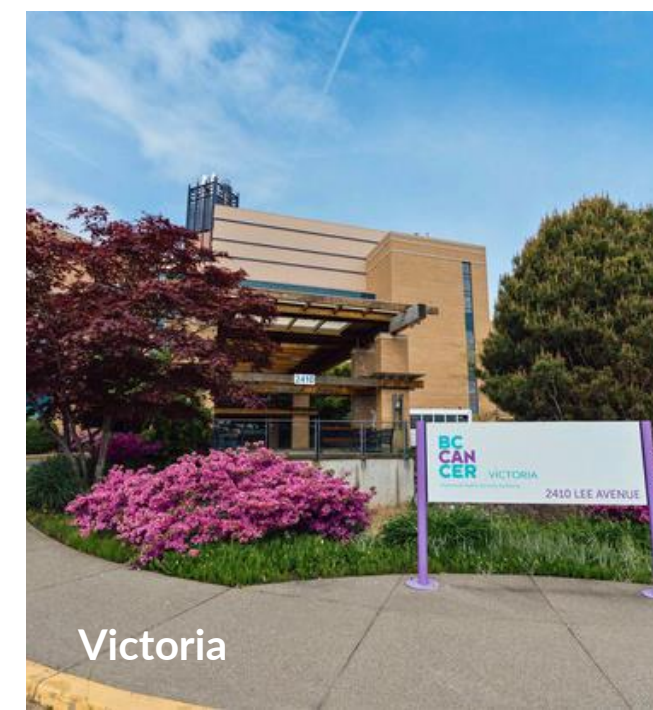
Kelowna



Abbotsford



Surrey



Victoria



Prince George

ABOUT PHSA

BC Cancer is part of the Provincial Health Services Authority (PHSA).

PHSA plans, manages and evaluates specialized health services with the B.C. health authorities to provide equitable and cost-effective health care for people throughout the province.

Our values reflect our commitment to excellence and include:

Respect people – Be compassionate – Dare to innovate – Cultivate Partnerships – Serve with purpose

PHSA is committed to anti-racism and equity in our hiring and employment practices. With learning and compassion, we are addressing existing inequities and barriers throughout our systems. PHSA is seeking to create a diverse workforce and to establish an inclusive and culturally safe environment. We invite applications and enquiries from all people, particularly those belonging to the historically, systemically, and/or persistently excluded groups identified under the B.C. Human Rights Code.

One of PHSA's North Star priorities is to eradicate Indigenous-specific racism, which includes ongoing commitments to Indigenous recruitment and employee experience as well as dismantling barriers to health care employment at every level. We welcome Indigenous individuals to apply and/or contact the Sanya'kùla Team (Indigenous Recruitment & Employee Experience) for support at indigenous.employment@phsa.ca.

Indigenous-specific anti-racism initiatives are rooted in addressing the unique forms of discrimination, historical and ongoing injustices, and exclusion faced by Indigenous peoples. These initiatives align with an Indigenous rights-based approach, recognizing the inherent rights and title of BC First Nations and self-determination of all First Nations, Inuit and Métis communities. PHSA is mandated to uphold legislative obligations and provincial commitments found in the foundational documents including the Truth & Reconciliation Commission's Calls to Action (2015), In Plain Sight (2020), BC's Declaration on the Rights of Indigenous Peoples Act (2019), United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), Reclaiming Power and Place Missing and Murdered Indigenous Women & Girls Calls for Justice (2019), the Declaration Act Action Plan and Remembering Keegan: A First Nations Case Study.



EDUCATION PATHWAY FOR LICENSED PRACTICAL NURSES

Licensed Practical Nurses (LPNs) at BC Cancer play a vital role in supporting patient care, working under the supervision of RNs and oncologists. As an LPN at BC Cancer, you'll assist with tasks like taking vital signs, administering medication, changing dressings, and helping patients with daily activities. LPNs are an essential part of the cancer care team, providing compassionate, hands-on support for cancer patients.

To become a Licensed Practical Nurse in B.C., you will need to graduate from a recognized diploma program for Practical Nurses (19-24 months in duration), pass the Canadian Practical Nurse Registration Examination, and hold a current full practicing licensure with the British Columbia College of Nurses & Midwives (BCCNM).

EXAMPLES OF PROGRAM ADMISSION REQUIREMENTS

VANCOUVER ISLAND UNIVERSITY - LICENSED PRACTICAL NURSING PROGRAM (24 MONTHS)

- C+ in English 12 or C+ in English First Peoples 12
- C in Foundations of Math 11 or C in Pre-calculus 11 or C in Applications of Math 12
- Grade 12 graduation or equivalent
- C in Biology 12
- A minimum grade of C+ in Human Anatomy and Physiology

THOMPSON RIVERS UNIVERSITY – LICENSED PRACTICAL NURSING PROGRAM (24 MONTHS)

- English Studies 12 with a minimum grade of 65% or English First Peoples 12 with a minimum grade of 65% or equivalent
- Foundations of Mathematics 11 (or equivalent) 60%
- Anatomy and Physiology 12 or equivalent (Biology) with a minimum 60% (or equivalent)



EDUCATION PATHWAY FOR LICENSED PRACTICAL NURSES

UNIVERSITY OF FRASER VALLEY – LICENSED PRACTICAL NURSING PROGRAM (19 MONTHS)

- Completion of Anatomy and Physiology 12, Biology 12 with a minimum grade of C+
- One of the following with a minimum grade of C: Principles of Mathematics 11, Foundations of Mathematics 11, or Pre-calculus 11
- English Studies 12 or English First Peoples 12 with a minimum grade of C+. Note: You may also present English 12, English Literature 12, English 12 First Peoples, AP English, IB English A (Standard level or higher level)

THESE B.C. SCHOOLS OFFER LICENSED PRACTICAL NURSE EDUCATION PROGRAMS:

- | | |
|---|---|
| • Camosun College | • Selkirk College |
| • CDI College | • Sprott Shaw College |
| • Coast Mountain College | • Stenberg College |
| • College of New Caledonia | • Thompson Rivers University (TRU) |
| • College of the Rockies | • University of the Fraser Valley (UFV) |
| • Discovery Community College | • Vancouver Career College |
| • Nicola Valley Institute of Technology | • Vancouver Community College (VCC) |
| • North Island College | • Vancouver Island University (VIU) |
| • Northern Lights College | |
| • Okanagan College | |



EDUCATION PATHWAY FOR REGISTERED NURSES

Registered Nurses (RNs) at BC Cancer are the cornerstone of our cancer care team, delivering compassionate, hands-on care to patients throughout their treatment journey. As an RN with BC Cancer, you will work closely with oncologists, radiation therapists, and other health care professionals to assess, monitor, and support patients undergoing chemotherapy, radiation therapy, or advanced cancer treatments. This collaborative role ensures patients receive the highest quality care possible. Being an RN at BC Cancer is more than just a career — it's an opportunity to make a profound impact in the lives of individuals and families navigating the challenges of cancer.

To become a Registered Nurse in B.C., you will need to complete a registered nursing program recognized by the British Columbia College of Nurses and Midwives (BCCNM), such as a 4-year Bachelor of Science in Nursing (BSN). In addition, you must pass the National Council Licensure Examination (NCLEX) and hold a current practicing registration as an RN with the British Columbia College of Nurses and Midwives (BCCNM). Furthermore, you will need a current CPR (Level C) certification.

EXAMPLES OF PROGRAM ADMISSION REQUIREMENTS

| UNIVERSITY OF BRITISH COLUMBIA – BACHELOR OF NURSING PROGRAM | | | |
|---|---|--|---|
| General Requirements <ul style="list-style-type: none">• Graduation from high school• At least six academic/non-academic grade 12 courses (recommended, but not required) | Grade 12 Requirements <ul style="list-style-type: none">• English Studies 12 or English First Peoples 12• Anatomy and Physiology 12 (Biology 12)• Chemistry 12 | Grade 11 Requirements <ul style="list-style-type: none">• Life Sciences 11 (Biology 11)• Chemistry 11• Pre-Calculus 11 or Foundations of Mathematics 12 | Related Courses <p>Consider taking courses in these areas in Grade 11 and Grade 12.</p> <ul style="list-style-type: none">• Language Arts• Mathematics and Computation• Sciences |



EDUCATION PATHWAY FOR REGISTERED NURSES

UNIVERSITY OF BRITISH COLUMBIA – BACHELOR OF NURSING PROGRAM

70% Average Required Among The Following Courses:

- English Studies 12 or English First Peoples 12
- Pre-Calculus 11 or Foundations of Math 11
- Two other approved academic Grade 12 courses
- Chemistry 11
- Anatomy & Physiology 12 (73% minimum, completed within 5 years of acceptance)
- One additional Grade 12 course (academic or elective, whichever has the highest grade)

THESE B.C. SCHOOLS OFFER REGISTERED NURSE EDUCATION PROGRAMS:

- British Columbia Institute of Technology (BCIT)
- Camosun College
- Coast Mountain College
- College of New Caledonia
- College of the Rockies
- Douglas College
- Kwantlen Polytechnic University
- Langara College
- North Island College
- Selkirk College
- Simon Fraser University (SFU) (starting 2026)
- Thompson Rivers University (TRU)
- Trinity Western University (TWU)
- University of British Columbia (UBC)
- University of Fraser Valley (UFV)
- University of Northern British Columbia (UNBC)
- University of Northern British Columbia in Fort St. John
- University of Northern British Columbia in Prince George
- University of Victoria (UVic)
- Vancouver Community College (VCC)
- Vancouver Island University (VIU)





EDUCATION PATHWAY FOR NURSE PRACTITIONERS

Nurse Practitioners (NPs) at BC Cancer are advanced practice nurses who play a pivotal role in delivering comprehensive cancer care, bridging the gap between nursing and medicine. As an NP at BC Cancer, you'll practice at an expanded scope, enabling you to diagnose and treat diverse health conditions, prescribe medications, order and interpret diagnostic tests, and perform specific medical procedures.

This dynamic and rewarding career integrates advanced clinical expertise with the compassionate, patient-centred focus that defines nursing. At BC Cancer, NPs work at the forefront of their field, making a meaningful impact on patient care in one of health care's most complex and rapidly evolving areas.

Nurse Practitioners are Registered Nurses who have pursued additional education, developed advanced knowledge, and gained extensive nursing experience, specializing in their area of practice.

EDUCATIONAL REQUIREMENTS TO BECOME A NURSE PRACTITIONER:

- Complete a bachelor's degree in nursing and become a registered nurse (RN)
- Obtain current RN registration or establish eligibility for RN registration with the British Columbia College of Nurses and Midwives (BCCNM)
- Graduate from a recognized NP program, typically at the master's level, that prepares you with the competencies required for NP practice in British Columbia
- Successfully complete a recognized NP written examination
- Meet the minimum practice hour requirement, which can be fulfilled by graduating from a recognized NP education program within the past three years, engaging in NP practice for at least 900 hours in the past three years, or completing a clinical directed study through a recognized NP program
- Register with the BCCNM as a nurse practitioner





EDUCATION PATHWAY FOR NURSE PRACTITIONERS

UNIVERSITY OF BRITISH COLUMBIA – MASTER OF SCIENCE IN NURSING PROGRAM

- Be a Registered Nurse with a baccalaureate degree, normally in nursing
- Have a minimum overall average of B+ (76%) standing in third- and fourth-year levels of their baccalaureate with an A- (80%) in 12 credits of nursing courses
- Successful completion of an undergraduate university or graduate university statistics course in the past five years as pre-requisite, or approval of the School of Nursing Graduate Coordinator

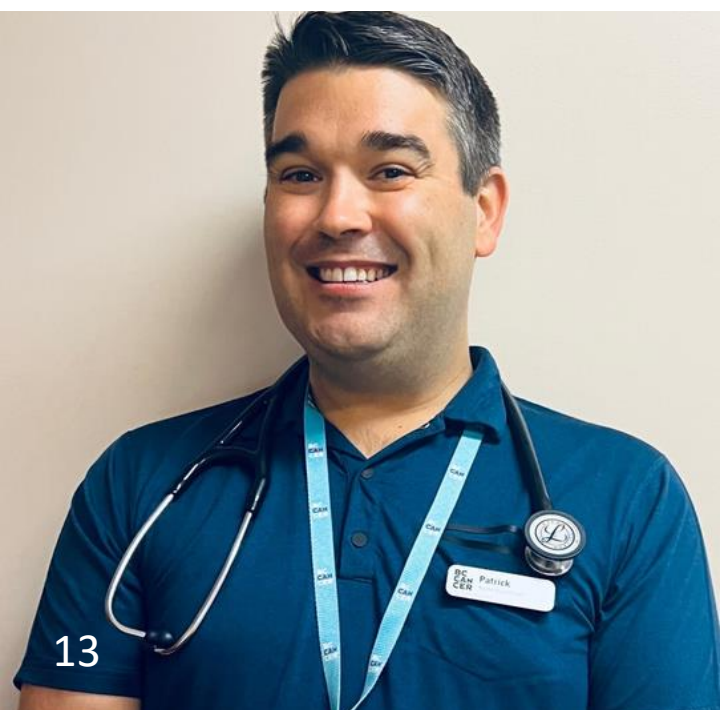


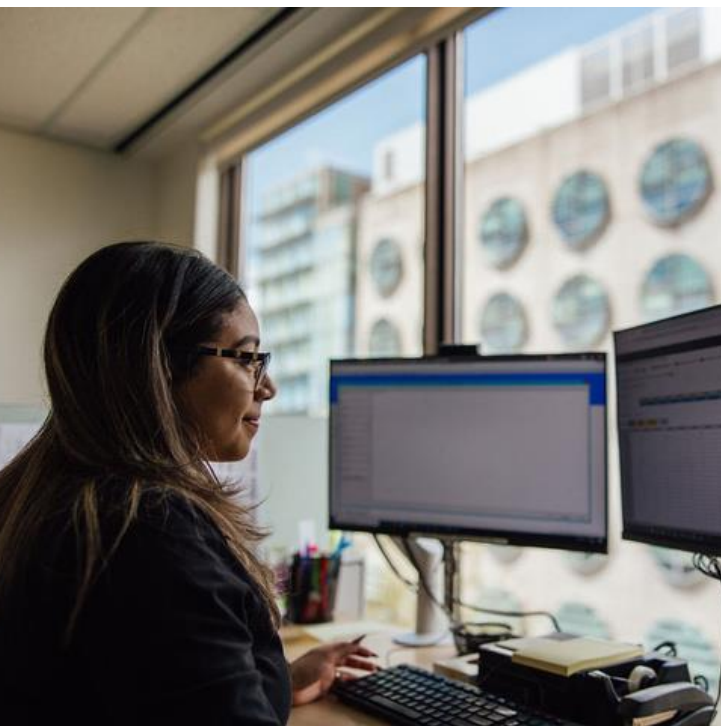
THESE B.C. SCHOOLS OFFER NURSE PRACTITIONER EDUCATION PROGRAMS:

- Thompson Rivers University (TRU)
- University of Northern British Columbia in Prince George (UNBC)
- University of British Columbia (UBC)
- University of Victoria (UVic)



Nurse Practitioner Oncologists are advanced practice nurses who specialize in caring for people diagnosed with cancer. Nurse Practitioners prescribe treatments and see patients before, during and after treatment.





EDUCATION PATHWAY FOR NURSING/HEALTH UNIT CLERKS

Health Unit Clerks at BC Cancer play a vital role as the administrative foundation of the cancer care team, ensuring the seamless operation of both inpatient and outpatient units. Their responsibilities include scheduling appointments, managing medical records, ordering supplies, and facilitating communication among patients, families, and the clinical care team.

This critical role demands strong organizational skills, meticulous attention to detail, and a dedication to delivering exceptional customer service.

To pursue a career as a Nursing or Health Unit Clerk in B.C., candidates must have completed Grade 12 and graduated from an accredited Nursing/Health Unit Clerk program. These programs typically take 5 to 11.5 months to complete, depending on whether they are part-time or full-time, and are offered in-class, online, or through a blended format.

EXAMPLES OF PROGRAM ADMISSION REQUIREMENTS

VANCOUVER COMMUNITY COLLEGE - HEALTH UNIT CLERK PROGRAM (8 MONTHS FULL-TIME)

- Grade 12 Graduation or equivalent
- English Language Proficiency as demonstrated by one of the following: English 12 with a minimum B grade, or equivalent or English Language Proficiency at an English 12 minimum B level

VANCOUVER ISLAND UNIVERSITY - NURSING UNIT ASSISTANT PROGRAM (7 MONTHS PART-TIME)

- Graduation from a B.C. secondary school, or equivalent
- Minimum C grade in either English Studies 12 or English First Peoples 12



EDUCATION PATHWAY FOR NURSING/HEALTH UNIT CLERKS

THESE B.C. SCHOOLS OFFER NURSING/HEALTH UNIT CLERK EDUCATION PROGRAMS:

- Ashton College
- British Columbia Institute of Technology (BCIT)
- Camosun College
- College of New Caledonia
- Guildford College
- North Island College
- Okanagan College
- Selkirk College
- Sprott Shaw College
- Stenberg College
- University of Fraser Valley (UFV)
- Vancouver Community College (VCC)
- Vancouver Island University (VIU)



Health unit coordinators are often the first point of contact for patients, families, and medical staff. They coordinate care with precision, dedication, and patience on even the most challenging days.

In any given day they can:

- Transcribe and process clinician orders
- Organize diagnostic and therapeutic services for patients
- Prepare and communicate instructions to patients
- Gather patient information and prepare documents for clinical teams and patients

EDUCATION PATHWAY FOR PHARMACY TECHNICIANS

Pharmacy Technicians at BC Cancer are a part of the health care team that work alongside Clinical Pharmacists and are essential in all aspects of distribution functions of specialized cancer medications. Key responsibilities include review of orders, order entry, preparing and checking the different medication used in cancer treatment, and assisting patients with their pharmacy needs. It is a crucial role that plays a vital part in ensuring patients receive safe and timely treatment.

To become a Pharmacy Technician in B.C, you will need to successfully complete a pharmacy technician program. The pharmacy technician program must be accredited by the Canadian Council for Accreditation of Pharmacy Programs (CCAPP). Furthermore, you need to pass the Pharmacy Examining Board of Canada (PEBC) certification exams, complete a structured practical training program, and then register as a Pharmacy Technician with the College of Pharmacists of British Columbia.

EXAMPLES OF PROGRAM ADMISSION REQUIREMENTS

VANCOUVER COMMUNITY COLLEGE - PHARMACY TECHNICIAN PROGRAM (37 WEEKS)

- Grade 12 graduation or equivalent
- English Language Proficiency at an English Studies 12 B level, as specified for the Pharmacy Technician Certificate program
- Foundations of Math 11 with a minimum C+ grade, or equivalent
- Chemistry 11 with a minimum C+ grade, or equivalent
- Anatomy & Physiology 12 with a minimum C+ grade, or equivalent
- Completion of the VCC Health Sciences Math Assessment scoring minimum 80%



EDUCATION PATHWAY FOR PHARMACY TECHNICIANS

EXAMPLES OF PROGRAM ADMISSION REQUIREMENTS

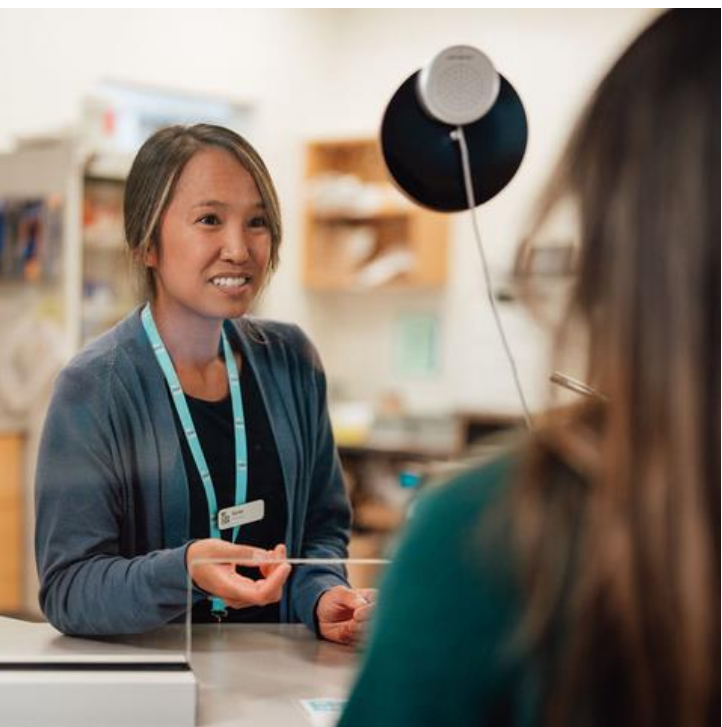
STENBERG COLLEGE – PHARMACY TECHNICIAN PROGRAM (45 WEEKS)

- High School Diploma (if GED, must be 19 years or older and take Math and English Stenberg College Challenge exams)
- Any English Grade 12 or higher (min. C grade)
- Biology or Human Anatomy & Physiology Grade 12 or higher (min. C grade)
- Math Grade 11 or higher (Principles, Foundations, Applications or Pre/Calculus) (min. C grade)
- Chemistry Grade 11 or higher (min. C grade)
- Typing speed of 35 net words per minute
- Successful completion of the online Computer Skills Entrance Test (minimum 70%)
- Completion of Stenberg College entrance informational interview
- Completion of a Criminal Record Consent Form under the Criminal Record Review Act

THESE B.C. SCHOOLS OFFER PHARMACY TECHNICIAN EDUCATION PROGRAMS:

- Okanagan College
- Selkirk College
- Stenberg College (Kamloops & Surrey)
- Vancouver Community College (VCC)
- Vancouver Island College (via Selkirk College)





EDUCATION PATHWAY FOR CLINICAL PHARMACISTS

Clinical Pharmacists at BC Cancer are highly trained experts who optimize medication therapy for cancer patients. Working closely with oncologists and nurses, Clinical Pharmacists at BC Cancer review laboratory and diagnostic information, analyze prescriptions, monitor drug interactions, and recommend appropriate treatments. They interact with patients to ensure appropriate medication therapy and to develop therapeutic plans through recommendations to physicians, discharge planning and ongoing monitoring of therapeutic results. As a Clinical Pharmacist at BC Cancer, you'll play a vital role in improving patient outcomes and advancing cancer care.

To become a Clinical Pharmacist in B.C., you will need to have completed a minimum of 2 years of undergraduate study, followed by 4 years of study in the Doctor of Pharmacy Program. You will need to pass a board examination, administered by the Pharmacy Examining Board of Canada (PBEC). Additional requirements include completion of a Hospital Pharmacy Residency Program, along with 1,000 hours of practical experience through an intern or apprentice program. Lastly, you will need to register as a Licensed Pharmacist with the College of Pharmacists of British Columbia.

EXAMPLES OF PROGRAM ADMISSION REQUIREMENTS

UNIVERSITY OF BRITISH COLUMBIA - ENTRY-TO-PRACTICE DOCTOR OF PHARMACY (PHARMD) PROGRAM (4 YEARS)

Have completed a minimum of 60 graded credits of transferable undergraduate post-secondary coursework.

General admission requirements for Undergraduate Degree

- Graduation from high school
- Minimum of 70% in Grade 11 or Grade 12 English (or their equivalents)
- At least six academic/non-academic Grade 12 courses (recommended, but not required)

Degree-specific requirements: Pharmaceutical Sciences



EDUCATION PATHWAY FOR CLINICAL PHARMACISTS

UNIVERSITY OF BRITISH COLUMBIA - DOCTOR OF PHARMACY GRADUATE PROGRAM (4 YEARS)

Grade 12:

- English Studies 12 or English First Peoples 12
- Pre-Calculus 12
- Chemistry 12

Grade 11: For students starting September 2025

- Any English Language Arts 11 or any English First Peoples 11
- A language 11 or waiver (includes all second language courses, including all Indigenous languages of Canada, but excludes introductory Grade 11 language courses)
- Chemistry 11
- Pre-Calculus 11 or Foundations of Mathematics 12
- Life Sciences 11 or Anatomy and Physiology 12

Grade 11: For students starting September 2026

- Chemistry 11
- Life Sciences 11 or Anatomy and Physiology 12

Related courses:

The following subject categories are particularly relevant for this degree. Consider taking courses in these areas in Grade 11 and Grade 12.

- Language Arts
- Mathematics and Computation
- Sciences

THESE B.C. SCHOOLS OFFER CLINICAL PHARMACIST EDUCATION PROGRAMS:

- University of British Columbia (UBC)
- University of Victoria (UVic) – 2 years, pre-professional studies, to then apply to UBC's Program
- University of Northern British Columbia (UNBC) in Prince George – 2 years, pre-professional studies, to then apply to UBC's Program
- University of Fraser Valley (UFV) – 2 years, pre-professional studies, to then apply to UBC's Program
- Thompson Rivers University (TRU) – 2 years, pre-professional studies, to then apply to UBC's Program

EDUCATION PATHWAY FOR SOCIAL WORKERS/COUNSELLORS

Social Workers/Counsellors at BC Cancer provide psychosocial support to people with cancer and their families. It is a unique role that addresses both emotional and practical needs. In addition to counselling individuals, couples and families, they facilitate group programs, consult with other health care professionals, and liaise with community agencies. Social Workers/Counsellors are an integral part of the comprehensive care team at BC Cancer.

To become a Social Workers/Counsellor at BC Cancer, you will need to have a 4-year bachelor’s degree, followed by a 1-2 year(s) master’s degree from an accredited institution. The degrees should be in a social sciences discipline relevant to the job from a recognized program, such as Social Work, Counselling Psychology, or Clinical Psychology. You will also need to register as a Registered Clinical Counsellor (RCC) with the BC Association of Clinical Counsellors (BCACC) or registered Social Worker with the British Columbia College of Social Workers (BCCSW).

**The above qualifications are for BC Cancer specially. Qualifications may differ with other employers in B.C.*

EXAMPLES OF PROGRAM ADMISSION REQUIREMENTS

| UNIVERSITY OF BRITISH COLUMBIA - BACHELOR OF SOCIAL WORK PROGRAM (2 YEARS) | UNIVERSITY OF VICTORIA - BACHELOR OF SOCIAL WORK PROGRAM (2 YEARS) |
|--|---|
| <ul style="list-style-type: none">Before applying for admission, you must have completed at least 60 credits of transferable academic post-secondary course work, including first year English (3 credits), SOWK 200 and 201 (or transferable equivalents), and 18 credits in the social sciences and humanities | <ul style="list-style-type: none">Completion of a minimum of the first two years (30 units) of an undergraduate program at the University of Victoria (UVic), with an overall average of at least 3.5 (on the UVic 9.0 point scale) or better, or the equivalent at another university or community college on the last 12 units of university-transfer course work at the time of application (up to and including December)Within the required 30 units, completion of SOCW 200A and 200B or their equivalents |



EDUCATION PATHWAY FOR SOCIAL WORKERS/COUNSELLORS

EXAMPLES OF PROGRAM ADMISSION REQUIREMENTS

UNIVERSITY OF BRITISH COLUMBIA (UBC) - MASTER OF SOCIAL WORK (MSW) PROGRAM

Applicants with Canadian and/or US credentials must meet the following minimum academic requirements in order to be considered for the program:

- Hold an accredited Bachelor of Social Work (BSW) degree
- Have a minimum B+ average in the 300-level and 400-level courses taken for their degree
- Have at least 2+ years of years relevant post-BSW professional experience

Related courses: The following subject categories are particularly relevant for this degree. Consider taking courses in these areas in Grade 11 and Grade 12.

- | | | |
|-------------------------------|------------------------------|--------------------|
| • Language Arts | • Social Studies | • Second Languages |
| • Mathematics and Computation | • Visual and Performing Arts | |

THESE B.C. SCHOOLS OFFER SOCIAL WORKER/COUNSELLOR EDUCATION PROGRAMS:

- | | |
|------------------------------------|--|
| • Adler University | • University of British Columbia (UBC) |
| • Athabasca University | • University of Northern British Columbia (UNBC) |
| • City University | • University of the Fraser Valley (UFV) |
| • Simon Fraser University (SFU) | • University of Victoria (UVic) |
| • Trinity Western University (TWU) | • Yorkville University |





EDUCATION PATHWAY FOR INDIGENOUS PATIENT NAVIGATORS

Indigenous Patient Navigators (IPNs) at BC Cancer play a vital role in supporting Indigenous patients and their families throughout their cancer journey. As an IPN, you'll support integration with existing navigational and advocacy support currently provided by community and regional health authority partners. You will also support Indigenous communities and organizations to improve access to appropriate care. It's a rewarding, impactful role that requires exceptional interpersonal, communication, and problem-solving skills. As an IPN at BC Cancer, you'll make a profound difference in the lives of Indigenous individuals and communities affected by cancer.

In this role, you will need a level of education, training, and experience equivalent to diploma or degree in a related health discipline, health or social sciences, or a patient care/clinical related discipline.

EXAMPLES OF DIFFERENT DEGREES THAT MAY BE RELEVANT TO THIS POSITION:

- Bachelor of Health Sciences (4 years)
- Bachelor of Public Health (4 years)
- Bachelor of Social Work (4 years)

UNIVERSITY OF NORTHERN BRITISH COLUMBIA (UNBC) - BACHELOR OF HEALTH SCIENCES PROGRAM (4 YEARS)

- English Studies 12 or English First Peoples 12 (min. 70%)
- Anatomy & Physiology 12 (min. 70%)
- Two other academic Grade 12 courses
- One additional Grade 12 course (academic or elective)
- Chemistry 11 or Chemistry 12 (min. 70%)
- Pre-Calculus 11 or Pre-Calculus 12 (min. 70%)

UNIVERSITY OF VICTORIA (UVIC)- BACHELOR OF PUBLIC HEALTH PROGRAM (2 YEARS)

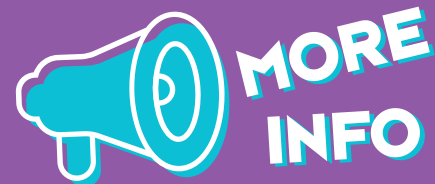
- Apply to Social Sciences and then transfer into the Public Health Program, after 1-2 years of study at UVIC.



EDUCATION PATHWAY FOR INDIGENOUS PATIENT NAVIGATORS

THESE B.C. SCHOOLS OFFER INDIGENOUS PATIENT NAVIGATOR EDUCATION PROGRAMS:

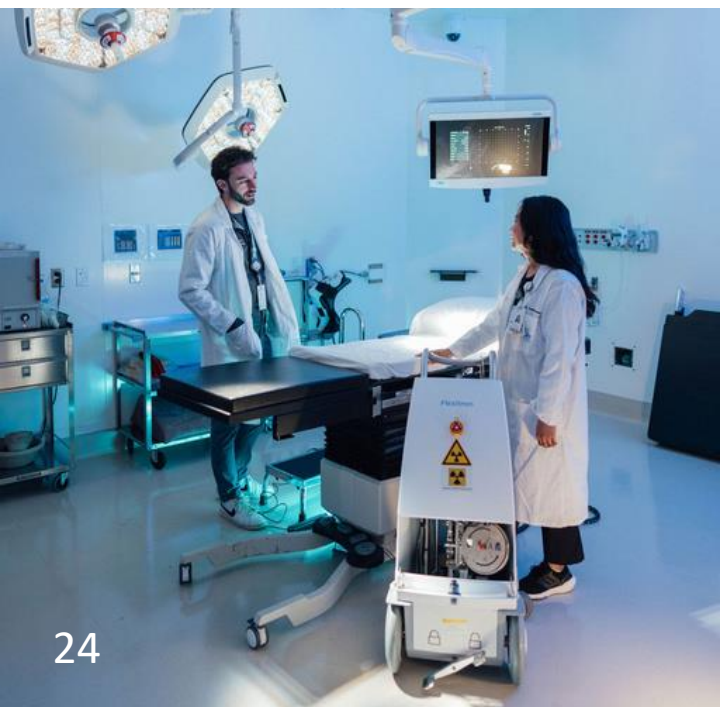
- British Columbia Institute of Technology (BCIT)
- Kwantlen Polytechnic University
- Simon Fraser University (SFU)
- Thompson Rivers University (TRU)
- University of British Columbia (UBC)
- University of Northern British Columbia (UNBC)
- University of Victoria (UVic)



Sometimes support can look like coffee and a conversation, sometimes it's holding a patient's hand as they walk to have their CT scan, knowing that they may not have support with them and could be residential school survivors with complex medical trauma.

If needed, Indigenous Patient Navigators provide logistical support coordinating travel and transportation for patients coming from remote and rural communities. They record information from appointments in plain language to ensure patients fully understand their care plan.





EDUCATION PATHWAY FOR RADIATION THERAPISTS

Radiation Therapists at BC Cancer use specialized equipment to deliver precision radiation treatments for cancer patients. It's a highly technical, hands-on role that requires strong critical thinking and communication skills. As a Radiation Therapist at BC Cancer, you'll collaborate with oncologists and medical physicists to develop and precisely execute advanced treatment plans using the latest radiation therapy technologies. It's a rewarding career path for those interested in the fields of medicine, physics, and cutting-edge cancer care.

To be a Radiation Therapist, you will need a degree in Radiation Therapy or a recognized certificate, and Canadian Association for Medical Radiation Technologists (CAMRT) Certification.

British Columbia Institute of Technology is the only post-secondary school in B.C. that offers a program for Radiation Therapy.

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY (BCIT) BACHELOR OF SCIENCE PROGRAM (FULL-TIME, 33 MONTHS)

English language proficiency - English Studies 12 (73%) or equivalent

Biology: One of the following (or equivalent):

- Anatomy and Physiology 12 (73%) or
- Other acceptable BC and Yukon courses or
- BHSC 0110 – Foundational Human Anatomy and Physiology (73%) or
- BHSC 0100 – Human Biology (73%) or
- BHSC 0012 – Biology 12 Challenge Exam (73%) or
- 3.0 credits of post-secondary human biology (73%) from a recognized institution

Physics 12 (67%) or Physics 12 equivalent taken in first year post-secondary

Post-secondary: One year of university level academics (30.0 credits) with a minimum grade of 60% in each of the following:

- 6.0 credits math (preferably calculus-based)
- 6.0 credits physics (must require Physics 12 as a pre-requisite for registration in first 3-credit course)
- 3.0 credits English (preferably composition based)
- 6.0 credits general education (also called liberal studies)
- Further biology credits are an asset but not required



EDUCATION PATHWAY FOR RADIATION THERAPIST SERVICE TECHNOLOGISTS

BC Cancer's Radiation Therapy Service Technologists play a critical role in ensuring the accuracy and reliability of radiation treatment equipment. They specialize in maintaining, calibrating, and repairing radiation therapy machines, working closely with Medical Physicists and Radiation Therapists to support high-quality patient care. This role requires strong technical expertise, problem-solving skills, and a commitment to precision in a fast-paced healthcare environment. To be a Radiation Therapy Service Technologist, a program in electronics, biomedical engineering, or a related technical field is required. Some roles may prefer a bachelor's degree.

British Columbia Institute of Technology is the only post-secondary school in B.C. that offers a program for Radiation Therapy.

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY (BCIT) BIOMEDICAL ENGINEERING TECHNOLOGY DIPLOMA (2 YEARS)

English language proficiency - English Studies 12 (67%) or equivalent

Math: One of the following (or equivalent):

- Pre-Calculus 12 (67%) or
- Math 0001 - Technical Mathematics - BCIT (67%) or
- Math 0120 - Math 12 Competency Test - BCIT (67%) or
- Other acceptable B.C. and Yukon courses or
- 3.0 credits of post-secondary math (linear algebra, pre-calculus, or calculus) at 100 level or higher (67%) from a recognized institution

Chemistry: One of the following (or equivalent):

- Chemistry 11 (67%) or

- Chemistry 12 (67%) or
- Chem 0110 - Chemistry 11 Challenge Exam - BCIT (67%) or
- Chem 0120 - Chemistry 12 Challenge Exam - BCIT (67%) or
- 3.0 credits of post-secondary chemistry (67%) from a recognized institution

Physics: One of the following (or equivalent):

- Physics 12 (67%) or
- Phys 0312 - Technology Entry Physics 2 - BCIT (67%) or
- Phys 0120 - Physics 12 Challenge Exam - BCIT (67%) or
- 3.0 credits of post-secondary physics (67%) from a recognized institution

EDUCATION PATHWAY FOR PET TECHNOLOGISTS

As a PET Technologist at BC Cancer, you will operate advanced imaging equipment to produce detailed scans for cancer diagnosis, treatment, and monitoring. You will be responsible for preparing patients for scans, ensuring high-quality images, and collaborating with health care teams. This role combines technical expertise with patient care, offering a unique opportunity to work at the intersection of health care and innovative imaging technology.

To become a PET Technologist, you must complete a nuclear medicine program and pass the Canadian Association of Medical Radiation Technologists (CAMRT) Nuclear Medicine exam. A CAMRT PET certificate is also required.

British Columbia Institute of Technology is the only post-secondary school in B.C. that offers a program for Nuclear Medicine.

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY (BCIT) - NUCLEAR MEDICINE DIPLOMA (2 YEARS) FOLLOWED BY PET CERTIFICATE PROGRAM

English language proficiency - English Studies 12 (73%) or equivalent

Math: One of the following (or equivalent):

- Pre-Calculus 12 (73%) or
- Other acceptable BC and Yukon courses or
- MATH 0001 – Technical Mathematics (73%) or
- MATH 0120 – Math 12 Competency Test (73%) or
- 3.0 credits post-secondary math (linear algebra, pre-calculus or calculus) at 100 level or higher (73%) from a recognized institution

Biology: One of the following (or equivalent):

- Anatomy and Physiology 12 (73%) or
- Other acceptable BC and Yukon courses or
- BHSC 0110 – Foundational Human Anatomy and Physiology (73%) or
- BHSC 0100 – Human Biology (73%) or
- BHSC 0012 – Biology 12 Challenge Exam (73%) or
- 3.0 credits of post-secondary human biology (73%) from a recognized institution



EDUCATION PATHWAY FOR PET TECHNOLOGISTS

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY (BCIT) - NUCLEAR MEDICINE DIPLOMA (2 YEARS) FOLLOWED BY PET CERTIFICATE PROGRAM

Chemistry: One of the following (or equivalent):

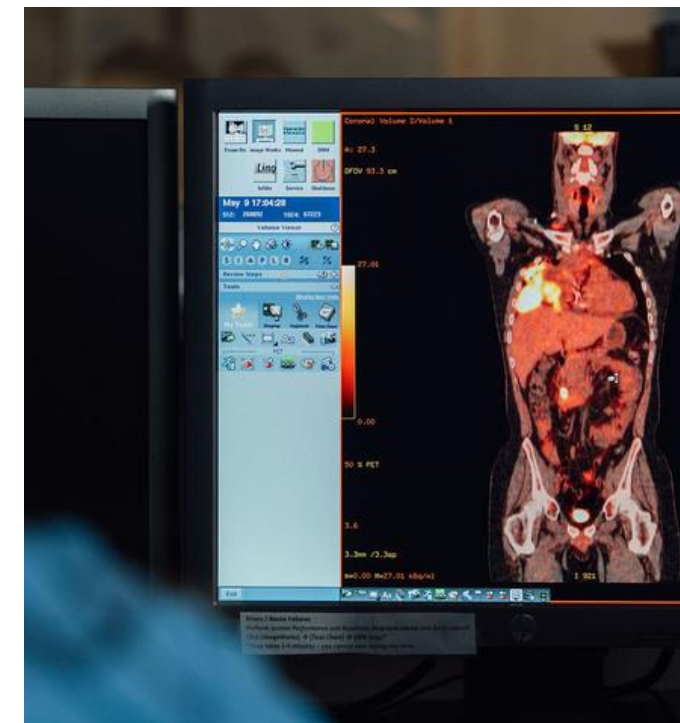
- Chemistry 12 (73%) or
- CHEM 0120 – Chemistry 12 Challenge Exam (73%) or
- 3.0 credits of post-secondary chemistry (73%) from a recognized institution

Physics: One of the following (or equivalent):

- Physics 11 (73%) or
- PHYS 0309 – Pre-Entry Physics 1 (73%) or
- PHYS 0110 – Physics 11 Challenge Exam (73%)



Positron emission tomography (PET) detects changes in cellular metabolism (how active a cell is), often indicating the presence of disease. Computed tomography (CT) detects changes in the physical size or shape of a lesion and shows exactly where in the body the lesion is located. By combining these two imaging technologies into a single scanner, we are now able to more accurately detect cancer and pinpoint its location in the body.





EDUCATION PATHWAY FOR MAMMOGRAPHY TECHNOLOGIST

Mammography Technologists at BC Cancer support breast health for people across the province. They support patients throughout mammography procedures including education about risk factors and screening guidelines. Combine your technical skills, compassionate delivery of care, attention to detail, and sense of adventure, while you travel across the province with BC Cancer's Mobile Operation team.

To become a Mammography Technologist in B.C., you must complete a program in Medical Radiography and pass the Canadian Association of Medical Radiation Technologists (CAMRT) Radiologic Technology exam. You will also need to obtain a CBIS Certificate in Breast Imaging Screening or equivalent. Mammography experience is needed for the Mobile Operation team and is usually obtained at a fixed mammography breast imaging centre. Obtaining a CBIS is not mandatory, but strongly encouraged.

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY (BCIT) - MEDICAL RADIOGRAPHY DIPLOMA (2 YEARS)

English language proficiency: English Studies 12 (73%) or equivalent

Math: One of the following (or equivalent):

- Pre-Calculus 12 (73%) or
- Other acceptable BC and Yukon courses are:
- MATH 0001 – Technical Mathematics (73%) or
- MATH 0120 – Math 12 Competency Test (73%) or
- 3.0 credits post-secondary math (linear algebra, pre-calculus, or calculus) at 100 level or higher (73%) from a recognized institution

Biology: One of the following (or equivalent):

- Anatomy and Physiology 12 (73%) or
- Other acceptable BC and Yukon courses are:
- BHSC 0110 – Foundational Human Anatomy and Physiology (73%) or
- BHSC 0100 – Human Biology (73%), or
- BHSC 0012 – Biology 12 Challenge Exam (73%) or
- 3.0 credits of post-secondary human biology (73%) from a recognized institution

Physics: One of the following (or equivalent):

- Physics 12 (73%) or
- PHYS 0312 – Technology Entry Physics 2 (73%) or
- PHYS 0120 – Physics 12 Challenge Exam (73%)



EDUCATION PATHWAY FOR MAMMOGRAPHY TECHNOLOGIST

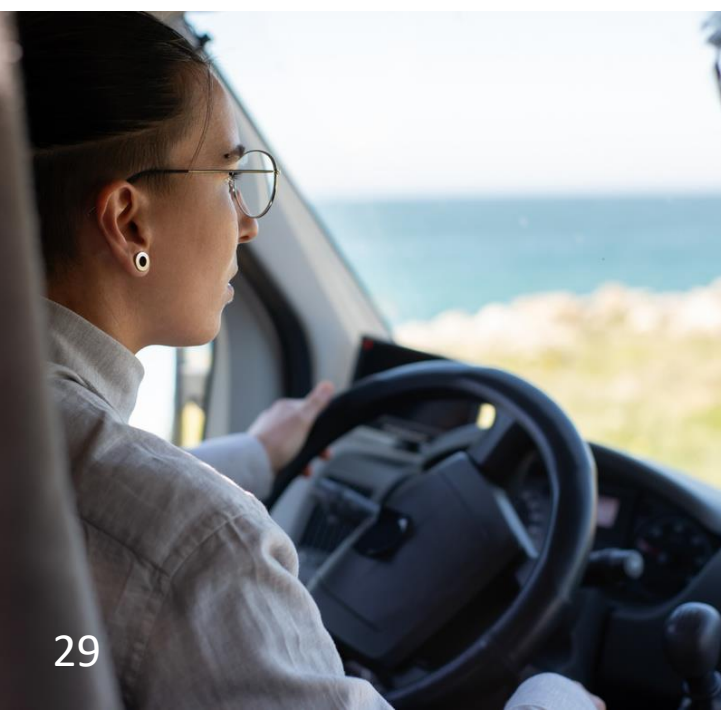
THESE B.C. SCHOOLS OFFER MAMMOGRAPHY TECHNOLOGIST EDUCATION PROGRAMS:

- British Columbia Institute of Technology (BCIT)
- Camosun College
- College of New Caledonia

MEET NATASHA

Natasha is a Mammography Technologist with the Mobile Operations team, and was drawn to the profession for the opportunity to support people in taking care of their health, and in being a health advocate. She has found great fulfillment in her work, saying, “I love the aspect of helping women and making a difference in women’s lives.”

Watch the video below to learn more about Natasha’s career journey and take a tour of the mobile unit.



EDUCATION PATHWAY FOR MEDICAL PHYSICS ASSISTANTS

Medical Physics Assistants at BC Cancer work with direction from designated Medical Physicists to assist with physics, technical and computer services in support of the planning and treatment of radiation therapy. This includes performing machine and patient-specific quality assurance (QA) measurements for treatment plan dose verification.

To be a Medical Physics Assistant in B.C., you will need a 4-year Bachelor of Science degree in Physics or a 4–5-year Bachelor of Science in Engineering Physics.

EXAMPLES OF PROGRAM ADMISSION REQUIREMENTS

UNIVERSITY OF BRITISH COLUMBIA (UBC) - BACHELOR OF PHYSICS PROGRAM (4 YEARS)

General admission requirements

- Graduation from high school
- Minimum of 70% in Grade 11 or Grade 12 English (or their equivalents)
- At least six academic/non-academic Grade 12 courses (recommended, but not required)

Degree-specific requirements:

Grade 12:

- English Studies 12 or English First Peoples 12
- Pre-Calculus 12
- Anatomy and Physiology 12, or Chemistry 12, or Physics 12

Grade 11 - For students starting September 2025:

- Any English Language Arts 11 or any English First Peoples 11
- A language 11 or waiver (includes all second language courses, including all Indigenous languages of Canada, but excludes introductory Grade 11 language courses)
- Chemistry 11
- Physics 11
- Pre-Calculus 11 or Foundations of Mathematics 12



EDUCATION PATHWAY FOR MEDICAL PHYSICS ASSISTANTS

EXAMPLES OF PROGRAM ADMISSION REQUIREMENTS

UNIVERSITY OF BRITISH COLUMBIA (UBC) - BACHELOR OF ENGINEERING PHYSICS PROGRAM (5 YEARS)

General admission requirements

- Graduation from high school
- Minimum of 70% in Grade 11 or Grade 12 English (or their equivalents)
- At least six academic/non-academic Grade 12 courses (recommended, but not required)

Degree-specific requirements:

Grade 12:

- English Studies 12 or English First Peoples 12
- Pre-Calculus 12
- Chemistry 12 (outstanding candidates missing Chemistry 12 or equivalent are encouraged to apply and will be reviewed on a case-by-case basis)
- Physics 12 (outstanding candidates missing Physics 12 or equivalent are encouraged to apply and will be reviewed on a case-by-case basis)

Grade 11 - For students starting September 2025:

- Any English Language Arts 11 or any English First Peoples 11
- A language 11 or waiver (includes all second language courses, including all Indigenous languages of Canada, but excludes introductory Grade 11 language courses)
- Pre-Calculus 11 or Foundations of Mathematics 12
- Chemistry 11
- Physics 11

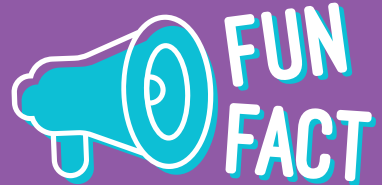




EDUCATION PATHWAY FOR MEDICAL PHYSICS ASSISTANTS

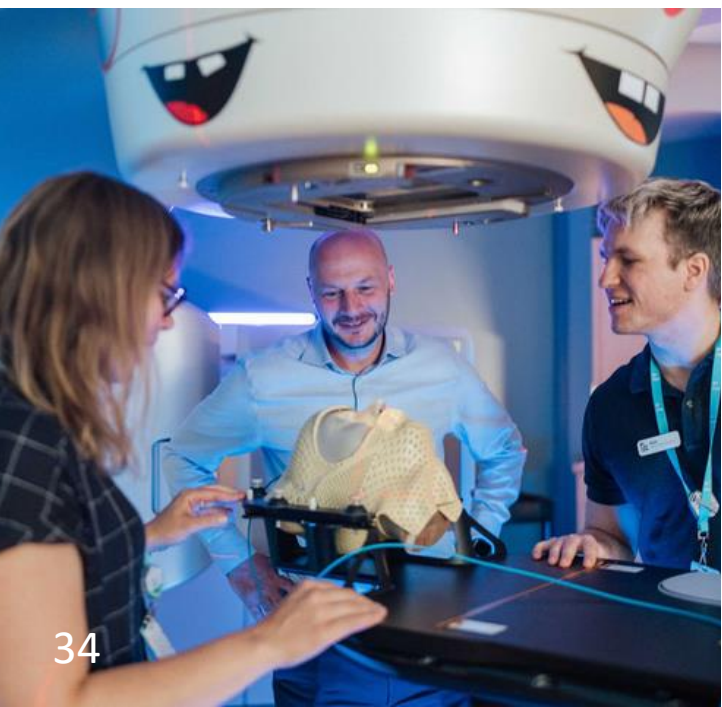
THESE B.C. SCHOOLS OFFER MEDICAL PHYSICIST ASSISTANT EDUCATION PROGRAMS:

- British Columbia Institute of Technology (BCIT)
- Simon Fraser University (SFU)
- Thompson Rivers University (TRU)
- University of British Columbia (UBC)
- University of Northern British Columbia (UNBC)
- University of Victoria (UVic)



The Physics Assistant receives work direction from designated Medical Physicists, and assists with physics, technical and computer services in support of the planning and treatment of radiation therapy. This includes performing machine and patient-specific quality assurance (QA) measurements for treatment plan dose verification.





EDUCATION PATHWAY FOR MEDICAL PHYSICISTS

Medical Physicists at BC Cancer are highly specialized professionals who ensure the safe and effective use of radiation in cancer therapy. They work closely with oncologists, developing treatment plans, calibrating equipment, and conducting quality assurance. As a Medical Physicist at BC Cancer, you'll be at the forefront of innovative radiation oncology technologies and techniques. It's a challenging, rewarding career path that combines physics, biology, and the latest advancements in cancer care.

To become a Medical Physicist in B.C., you need to be certified by the Canadian College of Physicists in Medicine (CCPM). Alternatively, ABR certification is accepted if obtained in the U.S.

The required education includes a Master of Science (MSc) in Medical Physics OR a Doctoral degree (PhD) in Medical Physics or Biophysics from a recognized program. Alternatively, an equivalent degree accepted by the American Board of Radiology (ABR) or the Canadian College of Physicists in Medicine (CCPM) may be considered.

A Ph.D. in Physics typically takes 4 to 7 years to complete, in addition to a 2-year master's degree and a 4-year bachelor's degree in physics or a related field.

EXAMPLES OF PROGRAM ADMISSION REQUIREMENTS:

UBC - Medical Physics MSc Program (2 years)

B.Sc. in Physics (single or combined), Astronomy, or Mathematics, or a B.A.Sc. in Engineering Physics or Electrical Engineering.

UBC - Medical Physics PhD Program (3-4 years)

Hold the academic equivalent of a two-year master's degree in medical physics or a related field, with a B+ (76%) average or better and demonstrate clear evidence of research ability or potential.



EDUCATION PATHWAY FOR MEDICAL PHYSICISTS

SOME EXAMPLES OF PROGRAM ADMISSION REQUIREMENTS:

UVIC - Medical Physics MSc Program (2 years)

Honours degree in Physics, Astronomy, or related subjects. Students admitted to the MSc program, but with backgrounds judged to be less than that of a UVic Honours degree (e.g. a Major degree), are normally required to take additional undergraduate courses in Physics, Astronomy and Mathematics to satisfy the stated prerequisite.

UVIC - Medical Physics PhD Program (4 years)

MSc degree in Physics, Astronomy or related subjects. Students already registered in the UVic MSc program may have the opportunity to enter the PhD program directly via the MSc-to-PhD transfer process.

THESE B.C. SCHOOLS OFFER MEDICAL PHYSICIST EDUCATION PROGRAMS:

- University of British Columbia (UBC)
- University of Victoria (UVic)



It amazes me every day how I can use my physics education to directly impact the lives of patients with cancer. I love how each patient radiation plan is a unique challenge and that it requires collaboration with the radiation oncologists and radiation therapists to create the very best treatment. Being able to lead teams that assesses new technology and bring these projects into a clinical reality keeps things really exciting.

– Dr. Alanah Bergman, Senior Medical Physicist, BC Cancer - Vancouver

EDUCATION PATHWAY FOR PHYSICIANS

GENERAL PRACTITIONERS & SPECIALISTS

General Practitioners (GPs), or primary care physicians, at BC Cancer are an essential part of the cancer care team. As a GP at BC Cancer, you'll work closely with oncologists to diagnose, treat, and manage a wide range of common medical conditions that can occur during cancer treatment. You'll also help coordinate care, promote preventative health, and build lasting relationships with patients and their families. It's a diverse, meaningful career that allows you to make a difference in the lives of those facing cancer.

Physician Specialists and Sub-Specialists at BC Cancer are experts in particular areas of oncology, such as medical oncology, radiation oncology, or nuclear medicine. As a Specialist or Sub-Specialist at BC Cancer, you'll provide advanced, highly skilled care to patients with complex or unique cancer treatment needs. You'll use cutting-edge treatments, collaborate with multi-disciplinary teams, and continually push the boundaries of cancer research and care. It's an intellectually stimulating career path that allows you to truly master your field and transform the lives of those affected by cancer.

THESE B.C. SCHOOLS OFFER PATHWAYS TO DOCTOR OF MEDICINE (MD) DEGREES:

- University of British Columbia (UBC)
- University of Northern British Columbia (UNBC)
- University of Victoria (UVic)
- University of British Columbia (UBC) - Okanagan

PHYSICIAN – SPECIALIST/SUB-SPECIALIST

- Doctor of Medicine degree (MD)
- Residency Training in Specialty and Sub-specialty (if applicable)
- Legally able to work in Canada
- Obtained Licentiate of the Medical Council of Canada
- Eligibility for or holds license with the College of Physician of Surgeons of British Columbia
- Eligibility for appointment to the University of British Columbia (if applicable)



EDUCATION PATHWAY FOR PHYSICIANS

UNIVERSITY OF BRITISH COLUMBIA (UBC) - MD UNDERGRADUATE PROGRAM ADMISSION REQUIREMENTS

- Academic standing of 75% for B.C. applicants and 85% for out of province applicants
- 90 credits must be university-transferable credits with grades taken at a post-secondary institution
- Submit one set of official transcripts from all post-secondary institutions
- 6 credits (2 semesters) of English coursework
- General Biology, General Chemistry, Organic Chemistry, Biochemistry (6 credits each) are strongly recommended
- Physics, Statistics, Social Sciences and Humanities are recommended
- Take the Medical College Admissions Test (MCAT)
- Permanent residency or Citizen of Canada

A STEP-BY-STEP GUIDE TO BECOMING A PHYSICIAN

Obtain a
bachelor's degree



Graduate from
medical school with
your MD



Complete a residency
program in the area of
your choice



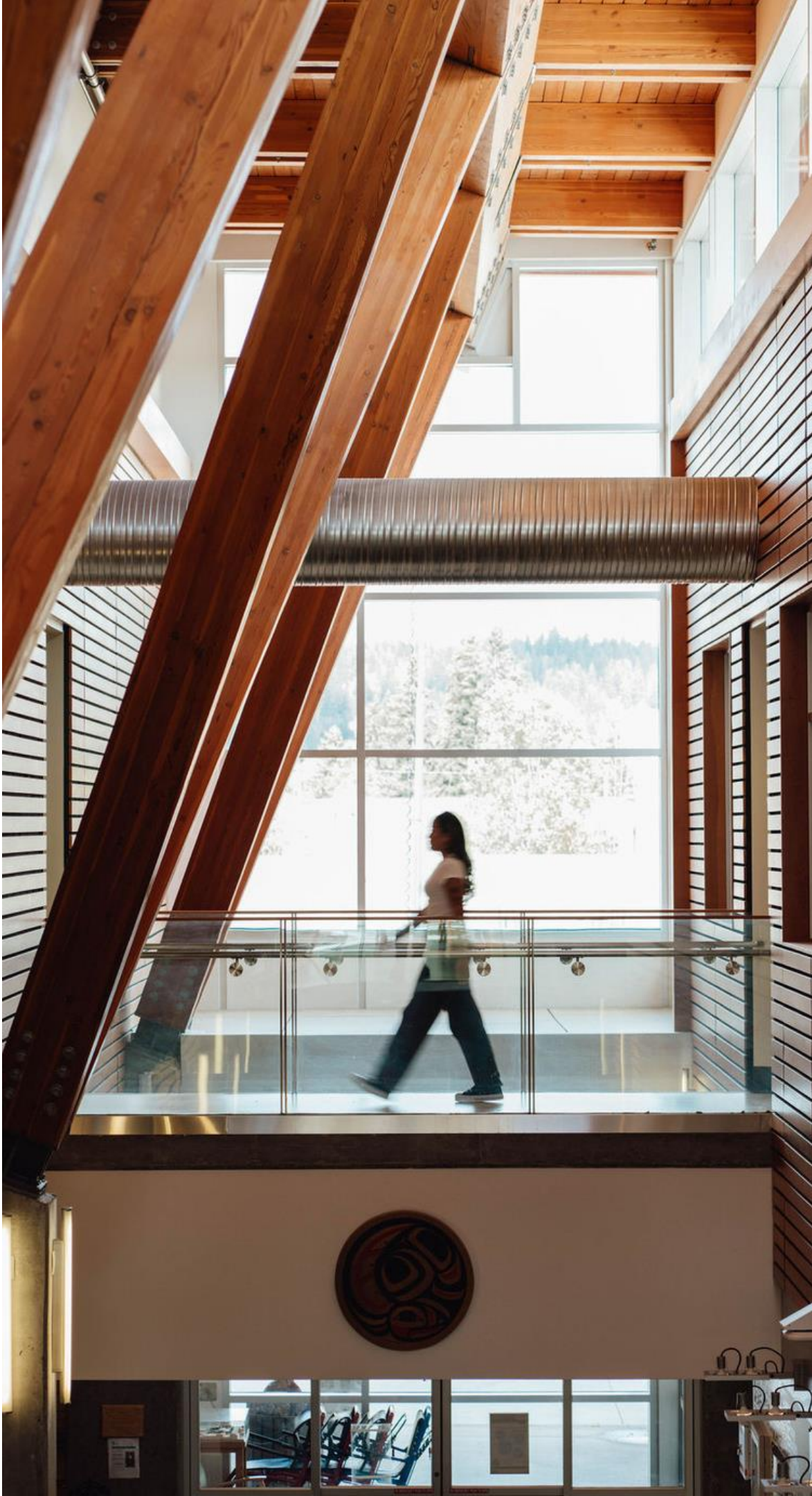
Apply for registration
and licensure



WAGE BREAKDOWN

Last updated on March 19, 2025

| ROLE | WAGE RANGE |
|---|--|
| Licensed Practical Nurse (LPN) | \$32.84 - \$44.96 per hour |
| Registered Nurse (RN) | \$41.42 - \$59.52 per hour |
| Nurse Practitioner (NP) | \$145,739 - \$160,313 per year |
| Nursing/Health Unit Clerk | \$28.31 per hour |
| Pharmacy Technician | \$34.18 per hour |
| Clinical Pharmacist | \$51.37 - \$64.19 per hour |
| Social Worker/Counsellor | \$42.27 to \$52.81 per hour |
| Indigenous Patient Navigator (IPN) | \$38.25 to \$55.00 per hour |
| Radiation Therapist (RTT) | \$51.02 to \$63.68 per hour |
| Radiation Therapy Service Technologists | \$47.24 to \$58.99 per hour |
| PET Technologist | \$38.08 - \$47.55 per hour |
| Mammography Technologist | \$36.69 - \$45.81 per hour |
| Medical Physicist Assistant | \$40.75 - \$50.87 per hour |
| Medical Physicist | \$72.38 - \$90.48 per hour |
| Physician | Compensation for physicians in B.C. is governed by the Physician Master Agreement and negotiated by Doctors of BC and the B.C. government. |



ADDITIONAL ROLES

Beyond the roles outlined in this guide, there are many career paths in which you can make an impact at BC Cancer. Opportunities are available at BC Cancer across a variety of departments, and each of these roles is critical in providing care for people across British Columbia. These careers include:

Administrative

- Operations Director
- Clinical Service Manager
- Clerical Supervisor
- Executive Assistants
- Medical Secretary
- Scheduling Clerk
- Health Unit Clerk
- Project Coordinator
- Project Manager
- Learning and Development Specialist
- Change Management Lead
- Lead Patient Safety, Quality and Accreditation
- Professional Practice
- Administrative Coordinator

Dental

- Certified Dental Assistant
- Dentist/Dental Oncologist

Nutritionist

- Clinical Resource Dietician
- Professional Practice Dietician

Health Information Management

- Business Analyst Data & Analytics
- Health Record Analyst
- Clinical Informatics Specialist
- Network Specialist
- Application Specialist
- Clinical Informatics Specialist
- IT Support
- Record Completion Clerk/Auditor
- Audit Data Analytic Clerks

Laboratory and Quality

- Lab Coordinator
- Cyclotron Operator
- Radiochemist
- Laboratory Safety Coordinator
- Quality and Systems Specialist
- Instrument Technician
- Tool and Die Maker
- Radiation Protection Officer

Pharmacy

- Oncology Pharmacy Educator
- Clinical Trials Pharmacist

Clinical and Medical Leadership

- Clinical Planning
- Department Head
- Executive Medical Director
- Clinical Nurse Leaders
- Clinical Nurse Educator

Support Services

- Learning and Development Specialist
- Leadership Coach
- Senior Contracts Advisor
- Supply Chain Clinical Coordinator
- Warehouse Operator, Supply Chain
- Inventory Analyst Buyer
- Assistant, Records and Benefits
- Human Resources
- Talent Acquisition (clinical, non-clinical and medical)
- Payroll Clerk
- Financial Analyst
- Safety
- Accounts Receivable Clerk

Patient Care Support Services

- Patient Care Aides
- Patient Navigator
- Speech Language Practitioner
- Social Worker/Clinical Counsellor
- Telephone Line Nurses
- Psychiatrist
- Palliative Care Physicians
- Vocational Rehab Counsellor

Medical Research

- Methodologist
- Research Assistant
- Research Engineer
- Research Facilitator
- Research Programmer
- Research Project Assistant
- Research Projects Coordinator
- Research Projects Leader
- Research Scientist
- Research Technician
- Research Technologist

*Note that this list is not exhaustive — there are many more health care career options to explore. For additional information about any of the above-listed jobs, please contact careers@bccancer.bc.ca

Have questions about working at BC Cancer?

Learn more by visiting jobs.bccancer.bc.ca or
connect with the Talent Acquisition team at
careers@bccancer.bc.ca



School programs and accreditation requirements may change and are beyond BC Cancer's control. If you're interested in one of the career paths mentioned in this document, please consult the school you are considering or a career counselor for further guidance.

Last edited on April 22, 2025

