

Position: Community Mental Health Nurse	Union/Non-Union: ONA (2025-237)
Hours of Work: 70 hours bi-weekly, 8:30 am to 4 pm	Hourly Rate: \$41.25 - \$57.68
Reports to: Manager of Mental Health Services	Location: Lanark County
Job Status: Temporary Full-Time	Date: November 14, 2025

About Lanark County Mental Health:

Lanark County Mental Health (LCMH) is a dynamic community-based organization dedicated to supporting individuals facing mental health and substance use challenges within Lanark County. As an integral part of the Perth and Smiths Falls District Hospital, LCMH operates with a strong commitment to providing comprehensive care. Our organization is structured around a multidisciplinary approach, fostering collaboration among dedicated teams that deliver both community-based and crisis services. We are proud to embrace a Stepped Care framework, ensuring the provision of evidence-based interventions tailored to individual needs.

At LCMH, we uphold a set of core cultural values that underpin our work: trust, transparency, respect, and communication. These values serve as the foundation for all our interactions, promoting a supportive and inclusive environment for our staff and clients alike. With a clear vision for the future, our organization places strategic emphasis on the following key areas: Access, Service Expansion, Partnerships, and System Integration. By prioritizing these aspects, we strive to continually enhance our services and contribute to a robust and integrated mental health ecosystem.

About the Position:

This position will work as part of the interdisciplinary Crisis Intervention team to provide comprehensive mental health assessments, interventions and follow up for persons experiencing crisis or mental health concerns. The successful incumbent will work directly with local emergency departments, family physicians, and other community organizations.

Duties and Responsibilities:

- Work as part of a multidisciplinary team that includes social workers, psychotherapists, community mental health nurses, case managers, and other health professionals.
- Work where client service needs are the greatest – in hospital, office and community settings.
- Provide comprehensive mental health assessments and interventions for individuals involved with police and/or referred from local emergency departments, police services, family physicians, families or self-referrals for persons experiencing crisis or mental health concerns.
- Demonstrate professional conduct, flexibility and accessibility in response to requested mental health services in a variety of settings including hospital and community-based settings as required.
- Maintain active clinical caseload of referred clients in providing stabilization and crisis response.
- Provide a wide range of community resources and referrals to other programs to meet client needs.
- Provide in-service training / educational presentations for community, health, social service, and other relevant organizations.
- Complete all data collection and case records as required

- Participate in on-going professional development, regular clinical supervision, team meetings, work groups and committees as required.
- Demonstrate professional conduct, flexibility and accessibility in response to requested mental health services in a variety of settings including hospital inpatient or emergency department setting, local community agencies as required.
- Other related duties/responsibilities as assigned.

Requirements:

- Certificate of competence and current registration as a Registered Nurse in Ontario.
- Post-secondary degree in nursing from a recognized university.
- An acceptable combination of nursing education and related work experience in psychiatric nursing (3-5 years).
- Certified Psychiatric/Community Mental Health Nurse from CNA preferred.
- A wide range of crisis intervention experience, risk assessments and interventions that include hospital based psychiatric services, emergency department experience and community mental health services.
- Familiarity with rural settings, best practice models and mental health legislation.
- Demonstrated non-judgmental attitude and strong understanding of environmental / systemic issues impacting clients.
- Excellent interpersonal, communication, critical thinking and problem-solving skills.
- Availability of an automobile and a valid driver's license.
- Willingness and ability to travel and provide services throughout Lanark County.
- Completion of a Vulnerable Person's Check.
- The capacity to work flexible hours.

How to apply: Please submit a resume and cover letter to HR@psfdh.on.ca

Be advised that the Perth and Smiths Falls District Hospital has a vaccination policy located on PDMS. Proof of vaccination will be required as a condition of employment, subject to exemptions contained in the policy.

Perth and Smiths Falls District Hospital is an equal opportunity employer committed to meeting needs under the Canadian Charter of Rights and Freedom and the Ontario Human Rights Code. Our recruitment process follows the Accessibility for Ontarians with Disabilities Act in order to provide a fair and equitable process for all candidates. Applicants requiring accommodation through the recruitment/interview process are encouraged to contact the Human Resources Department at 613-283- 2330 ext. 1132 for assistance.

We thank all interested candidates for their response, however, only those chosen for an interview will be contacted.