

Position: Community Mental Health Nurse	Union/Non-Union: ONA (2026-163)
Hours of Work: 70 hours bi-weekly, 8:30 am to 4 pm	Hourly Rate: \$41.15 - \$58.98
Reports to: Manager of Mental Health Services	Location: Lanark County
Job Status: Temporary Full-Time	Date: June 23, 2026

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:

Reporting to the Housing and Community Services Supervisor, with support from a team lead, this position is part of a newly formed integrated crisis response team. The Community Mental Health Nurse will work to their full scope of practice, providing mobile mental health and addictions response, intervention, support, and services in the community. The role responds to urgent referrals from local hospitals and calls to LCMH where, without timely intervention, individuals may be at risk of hospitalization, incarceration, homelessness, or other significant life impacts. While primarily community-based, the incumbent may attend local hospitals, LCMH offices, medical offices, and similar settings. The nurse will serve as a key contact for local hospitals and liaise with LCMH and the broader health system as needed, including hospital emergency departments and primary care. This position will work closely with other LCMH staff to support engagement, service navigation, referrals, coping strategies, supportive counselling, harm reduction and relapse prevention planning, crisis and safety planning, follow-up, and communication.

Minimum Qualifications:

- Current Registration with The College of Nurses of Ontario.
- Baccalaureate degree in Nursing (BScN) from an accredited educational institution.
- Canadian Nursing Association (CNA) Certificate in Psychiatric Nursing preferred.
- Minimum three to five years relevant/recent experience directly related to the provision of mental health and/or addictions services required, community mental health setting preferred.

- Wide range of crisis intervention experience, risk assessments and interventions that include hospital based psychiatric services, emergency department experience and community mental health services and system navigation.
- Applied Suicide Intervention Skills Training (ASIST) an asset.
- Crisis Prevention and Intervention training an asset.
- French Language proficiency considered an asset.

Knowledge, Skills and Abilities:

- Demonstrated knowledge of relevant legislation, including the Ontario Mental Health Act, Personal Health Information Protection Act, and Health Care Consent Act.
- Sound and broadly-based knowledge and treatment experience gained through extensive experience providing clinical services to individuals with addictions and/or mental health issues.
- In-depth knowledge of mental health/illness and substance use.
- Well-developed mental health and/or addictions assessment skills.
- Ability to maintain professionalism and communicate effectively, particularly when there is emotional content.
- Ability/willingness to deal with numerous competing demands in a fast-paced environment with police services, while observing deadlines.
- Ability to prioritize needs.
- Exemplary verbal and written communication skills are necessary for effective coordination of services and for community liaison responsibilities.
- Excellent interpersonal, communication, critical thinking, and problem-solving skills.
- Demonstrated organization skills and continual effective/efficient practice of such.
- Thorough knowledge and understanding of community mental health service needs of clients and the availability of other community based mental health programs, agencies, and resources.
- Well-developed presentation skills to present assessment information and provide effective information sessions to referral sources and reports regarding the team's activities in various forums.
- Well-developed clinical and group leadership skills in order to assist in the planning, coordinating, and evaluating of services, participation in the development of systems to collect information for program planning and to provide input for strategic planning purposes.
- Ability to within the community.
- Ability to work autonomously as well as collaboratively in a multidisciplinary team environment.
- Basic proficiency in computer skills; MS Office & CRMS preferred.
- Must possess a valid Ontario Driver's License and have regular access to a reliable vehicle and provide proof of \$2,000,000 vehicle insurance. Incumbent may be required to transport clients.
- Increased liability insurance through the RAO preferred.
- Required to provide a satisfactory criminal reference check (CRC) with Vulnerable Sector Screening prior to hire.
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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.