



EXTERNAL VACANCY

DEPARTMENT: COMMUNITY MENTAL HEALTH AND ADDICTIONS

POSITION: ONE (1) TEMPORARY PART TIME REGISTERED PRACTICAL NURSE

HOURS: DAYS, EVENINGS, NIGHTS, AND WEEKENDS

SALARY: \$33.378 (Min.) - \$38.735 (Max.) + 18% In lieu of Vacation and Benefits

Pay rate, benefits and other terms and conditions are as per the CUPE (Local 139) Collective Agreement

QUALIFICATIONS

- Current Certificate of Registration ~ College of Nurses of Ontario required
- Current Basic Life Support (BLS) for Health Care Providers (HCP) required (recent within the last twelve months)
- Current Non-Violent Crisis Intervention (NVCI) Certificate required (training delivered by Health Centre upon hire)
- Current Gentle Persuasive Approach (GPA) Certificate an asset
- Recent experience in Community Mental Health and Addictions (within last 2 to 3 years) required
- Recent medical / clinical experience in an active care setting preferred or substance use withdrawal setting
- Knowledge of Mental Health conditions, psychotropic medication, related side effects, symptom management and health teaching required
- Sound knowledge of substance misuse and addictions treatment
- Applied approached in health promotion, self-management, harm reduction, disease management and monitoring practices
- Demonstrated ability to support clients with a variety of mental health, addictions, and physical health conditions
- Conduct mental and physical status assessments and assess clients' physiological, psychological, sociocultural and spiritual needs to determine priority of care requirements based on client needs, availability of resources and best practices
- Demonstrated knowledge and experience in implementing a Recovery Based Philosophy and knowledge of the Patient and Family Partnered Care Practices
- Ability to assume responsibility for patient care in a total patient care climate required
- Skilled in client engagement, readiness development and group work
- Assess high risk situations and provide effective crisis management and de escalation
- Demonstrate effective decision making ability to problem solve and deal effectively with conflict situations
- Previous experience providing individual goal directed counseling and group health teaching is required
- Ability to work collaboratively with all members of the healthcare team, able to build and inspire a positive team culture that exemplifies our CARE values
- Must be involved in continuing education and demonstrate commitment to quality improvement
- Demonstrated listening and information seeking skills that promotes communication and lead to a cooperative approach to problem solving within a multidisciplinary setting
- Ability to meet the physical demands required to provide nursing care required
- Demonstrated knowledge of Meditech modules required and basic computer knowledge is required
- Good attendance and work record required
- Must support and contribute to a culture of safety and prevention of adverse health events in this organization
- Must demonstrate commitment to ensure your safety, the safety of fellow workers, patients, volunteers, and visitors
- Bilingualism (Advanced level English/French) is required. **All unilingual candidates are encouraged to apply and may be considered if the identified French requirement has been met or there are no successful bilingual candidates. A formal French test will be conducted to evaluate the proficiency level.**

Criminal Reference Check including the Vulnerable Sector Check recent within six (6) months is a requirement

Interested candidates are asked to submit their cover letter and resume to:

careers@nbrhc.on.ca quoting file [CUPE MH-23-183](#)

The posting will remain open until the position is filled.

Please note these postings are subject to change without notice. An acknowledgement will be sent only to those candidates who will be interviewed.

THE ORGANIZATION

North Bay Regional Health Centre (NBRHC) is a unique health care organization with three primary roles: providing acute care services to North Bay and its surrounding communities, functioning as the district referral centre providing specialist services for smaller communities in the area, and it's the specialized mental health service provider serving all of northeast Ontario. At more than 400 beds, our state-of-the-art regional health centre has over 150 physicians, 2300 employees and 250 volunteers.

For more information about the NBRHC, visit www.nbrhc.on.ca

THE COMMUNITY

North Bay is located 3.5 hours north of Toronto, just north of the district of Muskoka, and 3.5 hours west of Ottawa. With a population of 54,000 and a catchment area of 180,000, it is a safe and welcoming community that offers a healthy and balanced environment for working, living and raising a family. North Bay is situated on the shores of two large lakes (Lake Nipissing and Trout Lake) and boasts beautiful scenery and four distinct seasons. Whatever your interests are, you will have access to numerous activities and amenities within minutes from your home—reclaim your work-life balance and join us!

To see more of beautiful North Bay and learn about our lifestyle, visit www.northbay.ca

NBRHC is committed to achieving 100% compliance with its COVID-19 Vaccine Policy. As a result, please be advised that in order to be eligible for employment at the Health Centre, all new hires must be compliant with our COVID-19 Vaccination Policy and must be fully vaccinated prior to commencing employment. To be considered fully vaccinated, an individual must have received the full series of a COVID-19 vaccine or a combination of COVID-19 vaccines approved by the World Health Organization (e.g. two doses of a two-dose vaccine series or one dose of a single-dose vaccine series) and received the final dose of the COVID-19 vaccine at least 14 days ago.

The requirement that successful applicants be fully vaccinated is subject to any accommodation obligations pursuant to the Ontario Human Rights Code.

North Bay Regional Health Centre is committed to providing accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). If you require an accommodation for disability during any stage of the recruitment process, please indicate this in your application.

NORTH BAY REGIONAL HEALTH CENTRE IS AN EQUAL OPPORTUNITY EMPLOYER