

**EXTERNAL VACANCY**

**DEPARTMENT:** COMMUNITY MENTAL HEALTH AND ADDICTIONS  
**POSITION:** ONE (1) PERMANENT PART TIME REGISTERED NURSE  
**SITE:** NBRHC – COMMUNITY MENTAL HEALTH & ADDICTIONS SITE  
**SALARY:** \$39.07 (MIN) - \$56.00 (MAX)  
**HOURS:** DAYS, EVENINGS, NIGHTS AND WEEKENDS

The Community Withdrawal Management Service (CWMS) is a 16-bed community-based comprehensive program (including 2 Transitional Beds and 6 Safe Beds) that offers intake, service matching, ongoing assessment and stabilization for individuals requiring mild-moderate withdrawal symptom management. Staff will work collaboratively with the patient to develop a treatment plan and assist in facilitating access to a range of treatment and services to support the person's overall wellbeing.

**QUALIFICATIONS**

**Certification/Experience/Knowledge:**

- Current Certificate of Registration ~ College of Nurses of Ontario in good standing required
- Current Basic Life Support (BLS) for Health Care Providers (HCP) Certificate 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
- Minimum (1-2 year) experience in Mental Health and Addictions (within last 2 to 3 years) required
- Minimum (1-2 year) experience in Community Mental Health and Addictions is an asset
- Certification from the CNA in psychiatric/mental health nursing (CPMH(c)) is an asset
- Knowledge of psychiatric conditions, psychotropic medication, related side effects, symptom management and health teaching required
- Sound knowledge of substance misuse and addictions treatment required
- Demonstrated ability to support clients with a variety of mental health, addictions, and physical health conditions across the adult life span required
- Previous experience providing individual goal directed counseling and group health teaching is required
- Applied approached in health promotion, self-management, harm reduction, disease management and monitoring practice
- Recent medical / clinical experience in an active care setting is an asset
- 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
- Experience working in the Charge/Team lead position with experience in delegating required
- Assess high risk situations and provide effective crisis management and de-escalation

**Skills/Abilities:**

- Must demonstrate excellent level of interpersonal skills
  - Must demonstrate excellent level of written and verbal communication skills
  - Ability to work both independently and collaboratively with all members of the multidisciplinary team, clients, families, regional support services and community partners required
  - Ability to provide health teaching to individuals and groups required
  - Must be committed to continuing education on an annual basis and demonstrate commitment to quality improvement required
  - Ability to effectively assume a leadership role as a collaborative member of the health team required
  - Ability to assume responsibility for patient care in a total patient care climate required
  - Able to meet the physical demands required to provide nursing care to all patients required
  - Ability to problem-solve and function in fast-paced environment required
  - Excellent demonstrated assessment, critical thinking and intervention skills required
  - Must demonstrate basic computer knowledge
  - Must demonstrate commitment to ensure personal safety, safety of fellow workers, patients, volunteers, and visitors
  - Ability to support and contribute to a culture of safety and prevention of adverse health events required
  - Must demonstrate good attendance and work record
  - 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](mailto:careers@nbrhc.on.ca) quoting file **ONA MH-24-91**

**The posting will remain open until the positions are 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](http://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](http://www.northbay.ca)

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***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.*

**We are an equal opportunity employer. We thank all applicants for their interest.**