

<b>Position:</b> Nurse Practitioner	<b>Reports to:</b> Manager of Mental Health Services
<b>Union/Non-Union:</b> ONA (2025-227)	<b>Location:</b> Lanark County
<b>Hours of Work:</b> 7 hours per week	<b>Job Status:</b> Temporary, Part-time (0.2 FTE) until March 31, 2027
<b>Hourly Rate:</b> \$63.66 - \$74.98	<b>Closing date:</b> October 9, 2025 4PM

#### **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.

#### **About the Program:**

LCMH, in partnership with Lanark County Paramedic Service (LCPS), and Lanark County, is delivering the Harm Reduction and Overdose Prevention Outreach Project (LCHR&OPOP) to address gaps in harm reduction and overdose prevention services for high-risk populations in Lanark County. This initiative is funded by Health Canada's Substance Use and Addictions Program – Emergency Treatment Fund.

#### **About the Position:**

As a Nurse Practitioner in the Harm Reduction & Overdose Prevention Partner Program, you will deliver mobile primary care to individuals identified by program staff, applying harm reduction principles. Services are provided directly to underserved communities in collaboration with program staff and stakeholders. The role includes offering harm reduction resources, primary healthcare support, and educational outreach to people in remote and high-risk environments.

#### **Minimum Qualifications:**

- Registration in the Extended Class with the College of Nurses of Ontario.
- Masters degree in Nursing (MScN) from an accredited educational institution.
- Certified in Psychiatric and Mental Health Nursing (Canada) is an asset.
- Minimum five years relevant/recent experience directly related to the provision of mental health and/or addictions services required, community mental health setting preferred.
- Certification in First Aid and CPR.
- Applied Suicide Intervention Skills Training (ASIST).
- Crisis Prevention and Intervention training.
- Member of NPAO is an asset
- Completion of CAMH's Opioid Use Disorder Treatment (OUDT) Course within first 6 months of start date.

**Knowledge, Skills and Abilities:**

- Comprehensive knowledge of Stepped Care principles and their application in nurse practitioner-led models of care for mental health and substance use health challenges.
- Demonstrated ability to apply advanced, discipline-specific nursing principles and practices to support individuals living with serious mental illnesses, utilising a client-centred and recovery-oriented approach.
- In-depth understanding of mental health symptoms, psychiatric diagnoses, and management, including expert knowledge of psychotropic medications, their indications, and potential side effects relevant to nurse practitioner prescribing authority.
- Strong knowledge of issues related to substance use, addictions, and harm reduction strategies, with experience integrating these approaches into comprehensive care plans.
- Proven ability to incorporate best practices in community-based support for individuals experiencing serious mental illness and/or substance use health challenges, including care coordination and advocacy.
- Advanced skills in clinical assessment, crisis intervention, and emergency mental health care, with demonstrated ability to stabilise and support clients in acute situations.
- Expert clinical reasoning and decision-making skills, utilising evidence-based frameworks to guide nurse practitioner practice in complex cases.
- Ability to effectively leverage and coordinate community resources and multidisciplinary supports to meet the holistic needs of clients.
- Demonstrated capacity to work efficiently and adaptively under pressure in a dynamic healthcare environment.
- Working knowledge of relevant legislation, including the Health Care Consent Act, Mental Health Act, Personal Health Information Protection Act, and other statutes applicable to advanced nursing practice.
- Excellent communication and interpersonal skills, enabling effective engagement with clients, families, and community partners to enhance awareness and access to mental health and substance use health services.
- Well-developed problem-solving, prioritisation, and conflict resolution skills, with the ability to navigate complex clinical and ethical situations.
- Ability to practise autonomously within the nurse practitioner scope of practice, while also contributing collaboratively as part of an interprofessional team.
- Basic proficiency in computer skills; MS Office, CRMS & Greenspace 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.
- Required to provide a satisfactory criminal reference check (CRC) with Vulnerable Sector Screening prior to hire.



Lanark County  
Mental Health

**How to apply:** Please submit a resume and cover letter to [HR@psfdh.on.ca](mailto: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.*