

Position: Community Mental Health Nurse	Union/Non-Union: ONA 2026-293
Hours of Work: Shift work required, including evenings and weekends	Hourly Rate: \$41.15 - \$58.98
Reports to: Housing & Community Services Supervisor	Location: Lanark County
Job Status: Permanent Full-Time	Date: October 26, 2026

About Lanark County Mental Health:

Lanark County Mental Health (LCMH) is a leading provider of community mental health services in Lanark County and a proud program of the Perth and Smiths Falls District Hospital. For more than 45 years, our multidisciplinary team has supported individuals through counselling, crisis services, case management, primary care, housing supports, and community partnerships. We are committed to delivering innovative, person-centred care that helps people achieve their goals and improve their quality of life.

About the Position:

The Community Mental Health Nurse is a member of LCMH's Integrated Crisis Services team and is primarily dedicated to the Mobile Crisis Response Team (MCRT), a partnership between LCMH, the Ontario Provincial Police (OPP), and Smiths Falls Police Service (SFPS). Working from assigned police detachment locations, the incumbent delivers an embedded co-response and follow-up model of service in collaboration with police officers and community partners. The role provides crisis intervention, assessment, service navigation, and short-term follow-up support for individuals experiencing mental health, substance use, housing, and other complex life challenges, helping to connect people to the right supports at the right time while promoting safety, stability, and recovery.

Minimum Qualifications

- Current registration in good standing with the College of Nurses of Ontario (CNO).
- Bachelor of Science in Nursing (BScN) from an accredited post-secondary institution.
- Minimum three (3) years of recent clinical experience in mental health and/or addictions, including crisis intervention, risk assessment, mental health assessment, care planning, and service navigation. Experience in community mental health, crisis services, emergency, acute care, and/or psychiatric settings is preferred.
- Strong knowledge of community resources, collaborative care, and community-based service delivery.
- Demonstrated ability to work independently and collaboratively within interprofessional and interagency teams.
- Valid Ontario driver's licence and access to reliable transportation.

Assets

- Canadian Nurses Association (CNA) Certification in Psychiatric and Mental Health Nursing.
- Applied Suicide Intervention Skills Training (ASIST).
- Crisis Prevention Intervention (CPI) or equivalent de-escalation training.
- Experience working with police, emergency services, or integrated crisis response models.

Knowledge, Skills and Abilities

- Knowledge of relevant legislation and professional standards, including the Mental Health Act, Health Care Consent Act, Personal Health Information Protection Act (PHIPA), and College of Nurses of Ontario standards of practice.
- Strong knowledge of mental health, substance use, crisis intervention, risk assessment, safety planning, and recovery-oriented care.
- Demonstrated ability to complete comprehensive assessments, develop care plans, and support service navigation for individuals with complex needs.
- Knowledge of community resources and services, including mental health, addictions, healthcare, housing, income support, and social services.
- Ability to build effective working relationships with police services, healthcare providers, community agencies, clients, families, and caregivers.
- Excellent communication, interpersonal, conflict resolution, and de-escalation skills.
- Strong critical thinking, clinical judgment, problem-solving, and decision-making abilities in high-pressure and rapidly changing situations.
- Proven ability to work independently, manage competing priorities, and function effectively within an interprofessional team environment.
- Proficiency with electronic documentation systems and Microsoft Office applications.
- Ability to provide community outreach, education, and presentations to a variety of audiences.

Other Requirements

- Valid Ontario driver's licence, access to a reliable vehicle, and proof of \$2,000,000 automobile liability insurance.
- Ability to travel throughout Lanark County and work from assigned police detachment locations.
- Must be eligible to obtain and maintain all police service clearances and authorizations required for participation in the Mobile Crisis Response Team (MCRT), including Level 4 Security Clearance, Oath of Office, Oath of Secrecy and Allegiance, and applicable liability documentation.
- Professional liability coverage in accordance with College and employer requirements.

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. 1888 for assistance.

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