

**PERTH & SMITHS FALLS DISTRICT HOSPITAL
ONA 2026-173**

DATE: July 7th, 2026

DEPARTMENT: NURSING – SEXUAL ASSAULT & DOMESTIC VIOLENCE PROGRAM

POSITION: REGISTERED NURSE – Clinical Team Lead Position
PERMANENT FULL TIME

SUMMARY OF DUTIES:

The Lanark County SADV Program provides services and supports to victims who have recently experienced a sexual assault and/or episode of intimate partner violence as per the SADV mandate and Provincial Standards of Care for the Ontario Network of Sexual Assault/Domestic Violence Care and Treatment Centres. The program is accessible 24 hours a day, seven days a week by calling the program or presenting to any hospital emergency department in Lanark County. The program provides emergency assessment, treatment, forensic evidence collection and documentation, crisis counselling, safety planning, community referrals and follow-up care. The program provides outreach education and works with our community partners to end sexual and intimate partner violence in our communities.

PRIMARY RESPONSIBILITIES & DUTIES:

- Work in an independent/autonomous practice environment and within an interdisciplinary team
- Provide clinical leadership, mentorship, guidance, and support to the individual program SADVTC nurses
- Coordinate collaboration between the nurses, counsellors, and other clinicians
- Provide orientation/on-boarding of new nurses to the team. Ensure nurses meet the requirements to attend virtual Sexual Assault Nurse Examiner (SANE) training
- Work in collaboration with the Regional Clinical Practice Leader.
- Complete chart reviews and provide feedback to clinicians
- Lead SADV team meetings
- Provide leadership in vicarious trauma support for clinicians
- Provide outreach/education to community partners including emergency departments, police, community agency staff
- Ensure compliance with reporting requirements such as Network data reporting
- Support clinicians with use of Research Electronic Data Capture (REDCap) database
- Ensure program policy, procedures, medical directives, and documentation are up to date
- Develop and implement protocol, policy and procedures
- Identify learning needs
- Act as resource on sexual assault/domestic violence issues
- Support counselling strategies including co-facilitation of groups as required
- Attend ONSADVTC Educator meetings and nurse community of practice (CoP)
- Attend education provided by Provincial network as required

- Membership on Community Partner Committees as required
- Membership on PSFDH Committees as required
- Manage Social media accounts
- Appear and testify in court, when required

BASIC QUALIFICATIONS/MUST HAVE:

Mandatory:

- Exceptional interpersonal and written and oral communication skills
- Demonstrated understanding and application of an anti-oppressive, person-centred model of care, including culturally safe approaches
- Self-directed individual with the ability to work both independently and as a part of an inter-professional team
- Demonstrated commitment to continuing education and personal development in nursing
- Creative problem solver with demonstrated use of solution focused approaches
- Demonstrates commitment to exceptional customer service with patients, families, staff, colleagues and community partners
- Demonstrated critical thinking skills
- Able to provide care based on an intersectional understanding of violence, which recognizes the embedded social, cultural and systemic imbalances within society that promote and maintain violence
- Ability to appropriately prioritize competing demands in a rapidly changing environment
- Ability to establish positive and proactive work relationships with external partners
- Experience with mentoring student learners and coaching colleagues
- Demonstrated excellence in holistic nursing assessment and care planning
- Experience with data collection and reporting
- Reliable individual with excellent attendance record and able to work all shifts
- Minimum of 2 years of experience as a SANE

Preferred:

- Experience working with individuals (victim/survivors) who have experienced Sexual Assault and/or Domestic Violence
 - Experience with paediatric population (12 years and under)
- Experience working in the SADV follow-up clinic
- Experience working with marginalized populations using trauma and violence informed and harm reduction principles
- Continuing education and experience working with individuals (victim/survivors) who have experienced human (sex) trafficking
- Experience navigating individuals (victim/survivors) within community resources and supports related to experiences of violence
- Current experience performing speculum exams, ano-genital exams (all genders) and venipuncture
 - Clinical Skills in Gynecological Health course preferred
- Current experience providing crisis support to victim/survivors of trauma and violence
- Experience with medico-legal system and collaboration with law enforcement agencies

- Experience with healthcare professional and community education presentations
- Membership with the International Association of Forensic Nurses (IAFN) and/or Canadian Forensic Nurses Association (CFNA) is an asset
- Emergency nursing experience
- Mental health experience

SHIFT: Days/Evenings/some on-call - Subject to schedule changing as per Management Rights, Article 2.

SALARY: \$45.49-\$46.52-\$47.58-\$49.51-\$51.55-\$53.91-\$56.39-\$58.99-\$63.32

CLOSING DATE: July 14th, 2026, at 4:00 PM

How to apply: Please email HR@psfdh.on.ca, stating the job number in the subject line.

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.