



Addiction & Mental Health Services | services de lutte contre les dépendances et de santé mentale  
Kingston Frontenac Lennox & Addington

**Position:** Registered Nurse Team Lead, ACTT      **Competition Reference:** 2019-38-KFLA  
**Required Shifts:** Days, Evenings, Weekends      **Reports to:** Associate Director, Access & Services Transitions  
**Vacancies:** 2      **Hourly Rate:** Rate under review  
**Job Status:** Permanent Full Time  
**Location:** Kingston      **Union/Non-Union:** OPSEU Local 489

### Job Summary:

The Registered Nurse Team Lead works as a member of an interprofessional team independently carrying out treatment, rehabilitation and support functions to facilitate community living and recovery within the context of the ACT model for persons living with a serious mental illness. Services are provided 24-hours a day, 7-days a week in the environment of choice of the individual wherever possible. In conjunction with the Associate Director the incumbent provides leadership in the practice setting by supporting and empowering staff as a role model to contribute to the delivery of high quality care. This incumbent is responsible for coordinating the individualized treatment plan and required services for assigned clients. In addition, the incumbent participates in the comprehensive assessment of clients and shares in the responsibility for addressing the needs of all clients requiring frequent contact. Nursing expertise is shared with other team members in order to assist in the physical health needs of clients. All services are provided in accordance with the mission, vision, values and established protocols of the Agency, ACTT Program Standards and applicable legislation.

### Minimum Qualifications:

- Bachelor of Science in Nursing and current unrestricted registration with the College of Nurses of Ontario
- Two to Five years relevant experience providing services to individuals who live with a serious mental illness, preferably in a community setting, preferred
- Certification in First Aid and CPR
- Previous experience in leadership roles an asset
- Applied Suicide Intervention Skills Training an asset
- Crisis Prevention & Intervention training an asset

### Knowledge, Skills and Abilities:

- Demonstrated excellence in interpersonal, written and verbal communication including ability to demonstrate tact and diplomacy
- Ability to demonstrate empathy, sensitivity, compassion and mutual respect toward team members, clients and their families
- Demonstrated ability to lead and influence individuals and teams toward a vision while maintaining group cohesiveness, motivation, commitment and effectiveness
- Demonstrated ability to establish courses of action for self and others to achieve optimal outcomes/results
- Demonstrated commitment to continued learning and effectiveness in promoting the value of learning and acquiring new information and skills to staff
- Demonstrated effectiveness with leading and mentoring staff to achieve desired performance outcomes
- Demonstrated effectiveness in identifying and analyzing situations and problems; finding viable solutions with consideration to organizational strategies
- Demonstrated effective management of resources consistent with the agency and team goals
- Knowledge of and ability to apply nursing principles and practices as they relate to individuals who live with a serious mental illness, within a client-centered approach
- Demonstrated in-depth knowledge of mental health symptoms, issues, psychotropic medications and associated side effects
- Excellent bio-psycho-social and health assessment skills
- Knowledge of and ability to apply Psychosocial Rehabilitation principles
- Ability to effectively utilize community resources and supports to meet the needs of clients
- Ability to work under pressure within a changing environment

- Knowledge of the Mental Health Act, Personal Health Information Protection Act and other relevant legislation
- Excellent communication and interpersonal skills in order to effectively engage community services, increasing awareness of services and establish rapport with persons living with a serious mental illness
- Well-developed problem-solving, prioritization and conflict resolution skills
- Ability to work autonomously as well as collaboratively in a multidisciplinary team environment
- Basic proficiency in computer skills; MS Office preferred
- Must possess a valid Ontario Driver's License, have regular access to a reliable vehicle and provide proof of adequate vehicle insurance
- Required to provide a satisfactory criminal reference check (CRC) with Vulnerable Sector Screening prior to hire

Please submit a resume and cover letter as one document only **quoting Competition Number 2019-38-KFLA**

Email: [amhs.careers@amhs-hpe.ca](mailto:amhs.careers@amhs-hpe.ca)

*AMHS-KFLA strives to be a diverse and inclusive workplace. We encourage applications from all candidates who would contribute to the diversity of our community enhance our ability to provide quality services to our clients.*

*We are committed to accessible employment practices. If you require an accommodation to fully participate in the recruitment and selection process, please inform Human Resources to discuss your individual accessibility needs.*