

Brentwood Recovery Home

JOB DESCRIPTION

JOB TITLE: Registered Practical Nurse (RPN)

DATE PREPARED: March 26, 2025

DEPARTMENT: Medical

REPORTS TO: RN Supervisor

POSTING NUMBER: #15-2024

GENERAL SUMMARY

Under the direction of the RN Supervisor, we are seeking **one (1) Full-Time Registered Practical Nurse's (RPN)** to join our Medical Dept. Working in collaboration with the medical dept the successful candidate will be responsible for the performance of a variety of tasks related to Nursing.

ORGANIZATIONAL DUTIES AND RESPONSIBILITIES:

In addition to specific key job responsibilities identified in this position description, the incumbent is also responsible for contributing and supporting the overall culture and working environment of Brentwood by:

- Demonstration and exemplify Brentwood's mission and values in day-to-day work.
- Acting with the highest standard of professionalism with clients, family members, community partners, and colleagues and in accordance with college of Nurses of Ontario Standards
- Working in a manner that preserves and respects the privacy and confidentiality of personal health information.
- Working in a manner that promotes and maintains the reputation of Brentwood and minimizes risk of harm and/or liability to the organization.
- Working in a manner that complies with Brentwood's policies and procedures.
- Working in a manner that meets all Health and Safety requirements to ensure a healthy and safe workplace.
- Acknowledging, respecting, and affirming the diverse needs of our community, clients, and Brentwood's employees with the goal of reducing disparities in health outcomes.
- Contributing to Brentwood's work by promoting awareness, participating in committees and agency events.

POSITION RESPONSIBILITIES AND DUTIES:

- Provide nursing care to patients with addictions and/or a variety of mental health diagnoses.
- Contribute to fluctuating patient care needs according to CNO standards, RNAO Best Practice Guidelines, specific program philosophy and diversified patient populations.
- Administer psychiatric and non-psychiatric medications.
- Provide treatments/interventions within scope of practice.
- Ensure necessary clinical assessments are initiated following admission and as needed throughout client's residence and treatment.
- Engage with interdisciplinary teams and individual team members as appropriate.
- Participate in clinical discussions and team meetings.

Diversity, equity, and inclusion are essential to Brentwood's goals of creating a great place to work and delivering exceptional care. We acknowledge and accommodate unique differences and ensure special measures are in place so that all prospective and current employees are given an opportunity to succeed.

Brentwood is committed to building a representative workforce and encourage applications reflecting diversity of sex, sexual orientation, gender identity or expression, racialization or ancestry, disability, political belief, religion, marital or family status, age, and/or status as a First Nation, Metis, Inuit, or Indigenous person.

- Effectively maintain a constant flow of verbal and written communication with others throughout the workplace as well as outside the organization
- Knowledge and application of PHIPPA.
- Able to communicate with clients, their families, and other relevant individuals to follow through with care plan directives.
- Demonstrated awareness of cultural diversity, as well as ability to behave discreetly and sensitively to confidential issues.

QUALIFICATIONS

Education:

Requires knowledge and skills acquired through the completion of a university degree or college diploma. Current membership and in good standing with the following:

- College of Nurses of Ontario

Experience:

Relevant experience as a Registered Practical Nurse in Addiction and Mental Health an asset.

Knowledge & Skills:

- Comprehensive knowledge of mental illness and/or addiction treatment
- Up to date knowledge of relevant mental health policy and legislation including the Mental Health Act and PHIPPA
- Demonstrates the ability to work in a multidisciplinary team.
- Effective oral and written communication skills
- Bilingualism in both official languages would be an asset.

Interaction:

Able to work with other professionals to problem solve and achieve common goals in a predicative manner using a cooperative approach.

Decision making and problem solving:

Able to act in solving problems while exhibiting judgement and a realistic understanding of issues, able to use reason, even when dealing with emotional topics.

Energizing:

Able to create positive energy (motivation) in both individuals and groups.

Compensation and Schedule:

- Full-time 37.5 hours per week
- Pension and Benefits
- Working hours may vary per week. Hours will include mostly days except for some afternoons and the availability to cover call-ins.
- Valid Police Clearance with Vulnerable Sector check will be required within the first 30 days of employment.

How to Apply

In compliance with Covid-19 related policies and restrictions, resume and cover letter may be submitted to jbastien@brentwoodrecovery.com no later than 3pm on April 10th, 2025

Please mark in the subject line “Posting # 15-2024”

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