



REGISTERED PRACTICAL NURSE – BSO

DEPARTMENT:	LONG TERM CARE – HYLAND CREST AND HIGHLAND WOOD
REPORTS TO:	DIRECTOR OF CARE/ADMINISTRATOR
STATUS:	PERMANENT FULL TIME
SHIFT:	ALL SHIFTS
COMPENSATION:	\$37.438/hr - \$38.161/hr
UNION:	SEIU
AVAILABLE TO:	INTERNAL & EXTERNAL CANDIDATES
DATE POSTED:	FEBRUARY 12, 2025

POSITION DESCRIPTION:

Under the direction of the LTC Director of Care, the Behaviour Support Nurse is responsible for providing nursing care at the skill level compatible with the RPN scope of practice, personal assistance and behavioural supervision to residents experiencing behaviours associated with complex and challenging mental health and /or physical impairments.

The successful candidate will be an integral member of the clinical team within the organization. They will play a lead role in facilitating the Responsive Behaviours Program in consultation with the interprofessional team and will provide coaching and mentoring to front-line staff in the application of best practices in the care of individuals with responsive behaviours.

KEY RESPONSIBILITIES:

- Bedside clinical support to teach strategies for managing responsive behaviours.
- Liaising with Behaviour Supports Ontario to ensure that appropriate referrals are made.
- Collaborating with the interprofessional team to ensure recommendations from the team and/or BSO are implemented, evaluated, and revised accordingly.
- Tracking individuals in the Responsive Behaviour Program to ensure the process is being followed and external resources are being leveraged appropriately.

QUALIFICATIONS:

- Registration with the relevant provincial licensing body
- At least one (1) year of current Long Term Care Experience including experience with RAI documentation including assessments, Resident Assessment Protocols and care planning functions.
- Certificates or demonstrated training in the majority of the following: P.I.E.C.E.S TM, Gentle Persuasive Approach, U-First!, Dementiability Methods required (any not completed, completion will be required)
- Extensive knowledge of best-practice and demonstrated physical and behavioural assessment skills working with individuals with behaviours associated with dementia, delirium, mental health, addictions or other neurological conditions, and who may experience acute behaviour change
- Experience in Leadership, facilitation, coaching and mentoring. Ability to show leadership skills to the team.
- Must have excellent organizational and administrative skills and be able to work effectively and co-operatively in a multi-disciplinary team environment, or independently.

SUBMIT APPLICATION AND RESUME TO:

**Human Resources
Haliburton Highlands Health Services
Box 115, Haliburton, ON K0M 1S0
E-mail: hr@hhhs.ca
Fax: 705-457-4609**

PLEASE QUOTE JOB NUMBER:

2025-26

DEADLINE:

February 21, 2025 @ 1600 Hours

Haliburton Highlands Health Services thanks all applicants, however, only those selected for an interview will be contacted. If you are contacted by HHHS regarding a job opportunity or testing, please advise if you require accommodation. Information received relating to accommodation needs of applicants will be addressed confidentially.