



Building Futures Together

Responsive, compassionate services for children, youth, and families to build better and more hopeful futures.

Posting #26-09 Nurse - Child and Youth Mental Health

Intensive Treatment -Live-In Treatment Program

(New Classification)

1 Part time 0.5 FTE at 20 hours/week

About Keystone:

Keystone Child, Youth & Family Services is a not-for-profit organization and the designated Lead Agency for Children's Mental Health in Grey and Bruce Counties. Since 1974, we have supported children, youth, and families through compassionate, responsive mental health services. We provide a full range of supports, including counselling, prevention and well-being programs, short-term live-in treatment, crisis stabilization, youth justice services, and special needs programming. Through coordinated access, we ensure children and youth receive individualized, multi-disciplinary care to meet their unique needs!

Position Summary

The Registered Practical Nurse (RPN) – in the Live In Treatment will support the physical health, wellness, and safe health practices of youth residing in the Live-In Treatment Program. Working collaboratively within an interdisciplinary team, the RPN provides nursing care within their scope of practice and contributes to the development and implementation of individualized health support plans. The RPN serves as a resource to Child and Youth Workers and other team members by promoting health education, supporting medication safety practices, coordinating health-related services, and enhancing staff confidence in responding to common health concerns experienced by youth in care. This role supports a trauma-informed, relationship-based approach to treatment that recognizes the connection between physical health, emotional well-being, and successful therapeutic outcomes.

Key Responsibilities

Health Assessment and Care Planning

- Complete nursing health assessments within the RPN scope of practice for youth admitted to the Live-In Treatment Program.
- Review medical documentation and health information received as part of the admission process.
- Identify health concerns requiring referral to a physician, nurse practitioner, or emergency services.
- Develop and maintain individualized health support plans for youth with identified health needs.
- Monitor changes in health status and communicate concerns to the interdisciplinary team.



Medication Safety and Support

- Complete medication reconciliation upon admission and following significant medication changes.
- Monitor youth receiving prescribed medications for potential side effects and concerns within the RPN scope of practice.
- Conduct routine reviews of Medication Administration Records (MARs) to support safe medication practices.
- Collaborate with pharmacies, prescribers, and caregivers regarding medication-related concerns.
- Participate in the review and follow-up of medication incidents and contribute to quality improvement initiatives.

Health Coordination

- Support the coordination of medical, dental, vision, and specialist appointments.
- Assist with obtaining and organizing relevant medical documentation.
- Communicate with families and community health providers to facilitate continuity of care.
- Participate in discharge planning to support successful transition back to community-based services.

Staff Consultation and Education

- Act as a health resource to Child and Youth Workers and other staff members regarding common health concerns.
- Provide education and guidance related to:
 - medication safety,
 - infection prevention and control,
 - concussion recognition and monitoring,
 - seizure response,
 - asthma management,
 - healthy lifestyle practices,
 - recognition of health concerns requiring medical attention.
- Support orientation and ongoing competency development related to health and wellness practices.

Youth Health Promotion

- Promote health and wellness through developmentally appropriate education and support.
- Facilitate individual or group-based health promotion activities related to (examples):
 - nutrition,
 - sleep hygiene,
 - personal health,
 - sexual health,
 - substance use awareness and prevention,
 - stress management,
 - self-care and healthy coping strategies.

**Interdisciplinary Collaboration**

- Participate in clinical rounds, treatment planning meetings, and case consultations.
- Collaborate with internal and external service providers to ensure coordinated care.
- Contribute a nursing perspective to discussions regarding youth well-being and treatment planning.

Documentation and Quality Improvement

- Maintain accurate and timely documentation in accordance with professional standards and organizational policies.
- Support compliance with applicable legislation, licensing standards, and accreditation requirements.
- Participate in quality improvement activities related to health and medication safety.
- Contribute to the development and review of health-related policies and procedures.

Qualifications**Education and Registration**

- Diploma from an accredited Registered Practical Nursing program.
- Current registration in good standing with the College of Nurses of Ontario (CNO) as a Registered Practical Nurse (RPN).

Experience

- Minimum three (3) years of nursing experience required. Preference will be given to candidates with five (5) or more years of relevant clinical experience in child and youth mental health, community nursing, residential treatment, pediatrics, developmental services, or related settings.
- Experience working with youth with serious mental illness ie. Schizophrenia, bipolar disorder and eating disorders preferred.

Knowledge and Skills

- Knowledge of child and adolescent development.
- Understanding of trauma-informed and relationship-based approaches to care.
- Knowledge of common health conditions and medications affecting children and youth.
- Ability to recognize changes in health status and determine when consultation or escalation is required.
- Strong communication and interpersonal skills.
- Ability to work collaboratively as part of an interdisciplinary team.
- Effective organizational, time management, and documentation skills.
- Proficiency with electronic documentation systems.

Working Conditions

- Regularly Half Day mornings with weekend schedule as needed and flexibility to respond to program needs.
- Occasional evening or weekend hours may be required.
- Exposure to crisis situations and challenging behaviours consistent with residential treatment settings.



Core Competencies

The successful candidate will demonstrate:

- Compassion and empathy.
- Professional accountability.
- Sound clinical judgment within the RPN scope of practice.
- Effective communication and collaboration.
- Commitment to child and youth-centred care.
- Cultural humility and respect for diversity.
- Commitment to continuous learning and quality improvement.

Role Information:

This is an in-person role based in Owen Sound at our Live in Treatment/SUSD Program

Start Date: ASAP

Apply with Resume to: Human Resources at careers@kcyfs.com

Internal Date Posted: **23 June 2026**

Internal Closing Date: **30 June 2026**

**Posted externally until filled*

Why Keystone?

At Keystone, we're on a mission to care for our team as our team takes care of our community! Here's what you can expect when you join us:

- Comprehensive Health benefits package to support your health and well-being
- HOOPP pension plan - a defined benefit plan
- Minimum 18 Days' Vacation (pro-rated to FTE)
- Employee & Family Assistance Program (EFAP)
- Professional development and training throughout the year, including ongoing training to advance your skills, Professional Development
- Opportunities for growth within a supportive, multidisciplinary environment
- A passionate, purpose-driven team that values connection, collaboration, and of course the occasional team lunch!
- The chance to make an impact — every day, your work helps strengthen children, youth, and families across Grey and Bruce Counties!
- Pay Scale: New Classifications Starting rate depending on Experience and progression based on CA:

Full Time Hours	Step A	Step B	Step C	Step D	Step E
40	\$34.65	\$36.43	\$38.25	\$40.07	\$41.91

Accommodation:

We are dedicated to creating an accessible organization, fully compliant with the Accessibility for



Ontarians with Disabilities Act (AODA). If you require accommodation during the recruitment process, please let us know, and we will work to meet your needs. Accommodation is available upon request throughout the application process. For any accommodation requests, please contact our Human Resources Department.