



REGISTERED PRACTICAL NURSE (RPN)

Mental Health & Addictions | Community Outreach

Central Community Health Centre • St. Thomas, Ontario • Full-time, 37.5 hours/week

Hourly compensation: \$28.55–\$30.90 • Extended health benefits • HOOPP pension

Clinical skills matter. Building trust changes lives.

Central Community Health Centre (CCHC) is seeking a compassionate, patient and community-minded Registered Practical Nurse (RPN) to join our Mental Health and Addictions team. This position combines clinic-based nursing with community outreach to people experiencing mental health challenges, substance use concerns, homelessness and other significant barriers to care.

Above all, we are looking for someone who understands that trust is the foundation of effective care. Building that trust takes time, consistency, patience, follow-through and genuine respect for each person's circumstances and choices.

What You'll Do

- Provide nursing care through outreach, including visits to The INN and other community partner locations.
- Administer prescribed medications and injections, including Sublocade, within applicable nursing standards, orders, competencies and organizational procedures.
- Support CCHC's Needle Exchange Program, including harm reduction education, supply distribution, inventory monitoring and coordination with community partners.
- Conduct nursing assessments; provide wound care, health education and follow-up care; and identify when consultation or referral is needed.
- Build and sustain trusting therapeutic relationships with individuals who may be hesitant to engage with health care services.
- Connect individuals with primary care, mental health and addiction supports, social services and other community resources.
- Collaborate with physicians, nurse practitioners, social workers and community partners to coordinate client-centred care.
- Maintain accurate documentation and participate in care planning, chart reviews and case conferences.

Who We're Looking For

We are looking for the right person, not just the right clinical experience. The successful candidate will demonstrate:

- Trust-building: the ability to listen first, establish rapport, respect boundaries and develop relationships over time.
- Compassion and empathy: genuine kindness toward people facing difficult life circumstances.
- Patience and emotional resilience: a calm, respectful and professional approach during difficult interactions or crises.

- Non-judgmental care: willingness to meet people where they are, without judgment about substance use, housing status, mental health or personal decisions.
- Consistency and reliability: following through on commitments and recognizing that trust must be earned.
- Adaptability and independence: comfort working in changing community outreach environments.
- Harm reduction and trauma-informed practice: a commitment to safety, personal choice, dignity and equitable access to care.

Qualifications

- Registered Practical Nurse diploma and current registration in good standing with the College of Nurses of Ontario.
- Strong clinical assessment, communication, documentation and teamwork skills.
- Valid Ontario driver's licence.
- Experience in mental health, addictions, harm reduction, community outreach or care for underserved populations is an asset.
- Experience with injectable addiction treatments, including Sublocade, is an asset; willingness to complete appropriate training is important.

What We Offer

Full-time 37.5 hours per week; flexibility for evening and/or weekend hours may be required.

Hourly Wage: \$28.55–\$30.90.

Extended health benefits, HOOPP pension and Employee Assistance Program.

3 weeks of vacation, paid personal and sick days.

Professional development opportunities and a supportive interdisciplinary team.

An opportunity to make meaningful, relationship-based care more accessible in our community.

About CCHC

Central Community Health Centre is a non-profit, charitable, community-based organization providing interdisciplinary primary care, health promotion and well-being services to St. Thomas, Central Elgin and the Township of Southwold. Our approach emphasizes health equity and reducing barriers to care.

How to Apply

Please submit a résumé and cover letter outlining your qualifications and interest in the position to hr@centralchc.com by **November 1, 2026**

Please include “**Registered Practical Nurse**” in the subject line.

Website: www.centralchc.com/get-involved/careers/

We thank all applicants for their interest. Only candidates selected for an interview will be contacted. Central Community Health Centre is committed to employment equity and creating an inclusive workplace. We welcome applications from qualified candidates from diverse backgrounds and lived experiences. Accommodation is available throughout the recruitment process upon request.

Accessibility, Equity & Privacy

CCHC is committed to fulfilling its obligations under the Ontario Human Rights Code, the Accessibility for Ontarians with Disabilities Act (AODA), and the Employment Standards Act (Ontario).

Accommodation is available for all parts of the recruitment process. If you require accommodation to apply or if selected to participate in an assessment process, please advise in advance.

Central Community Health Centre is an equal opportunity employer. We believe diversity among our staff and volunteers enriches our organization and enhances services to our community. CCHC maintains a scent-free environment. Employees, students, volunteers, and visitors are asked to refrain from wearing fragrances and scented personal care products while at the Centre.

Personal information collected during the recruitment process is collected under the authority of applicable privacy legislation and will be used solely for the purposes of candidate selection.

Use of Artificial Intelligence (AI)

CCHC may use digital tools, including artificial intelligence, to support administrative aspects of recruitment and operations. All hiring decisions are made by qualified staff and not by automated systems alone. Any use of AI aligns with privacy, accessibility, and human rights requirements.