

Brentwood Recovery Home

JOB DESCRIPTION

JOB TITLE: Clinical Nurse Lead (RN)

DATE PREPARED: August 8, 2026

DEPARTMENT: Medical

REPORTS TO: Manager of Clinical Services & Quality

POSTING NUMBER: #15-2026

GENERAL SUMMARY

Under the direction of the Manager of Clinical Services and Quality, we are seeking a Clinical Nurse Lead (RN) to join our Medical Department. The Clinical Nurse Lead (RN) provides clinical leadership, professional supervision, and nursing practice oversight for the Medical Department at Brentwood Recovery Home. The role ensures that nursing services are delivered safely, ethically, and in accordance with professional standards, organizational policies, and accreditation requirements.

Operating in a bed-based addiction and mental health treatment setting, the Clinical Nurse Lead (RN) serves as the most responsible nursing authority, supporting nursing staff to practice within scope, promoting quality and safety, and contributing to accreditation readiness and continuous quality improvement.

RESPONSIBILITIES AND DUTIES:

Clinical Leadership & Nursing Practice Oversight

- Provide clinical care to clients, and supervision, mentorship, and professional guidance to RPNs, RNs, and nursing learners.
- Ensure nursing care is delivered within scope of practice, professional standards, and evidence-informed guidelines.
- Act as the primary escalation point for complex or high-risk clinical situations.
- Support safe medication administration, monitoring, and documentation practices.
- Promote trauma-informed, recovery-oriented, and person-centered care.

Supervision, Mentorship & Workforce Support

- Provide ongoing supervision and performance feedback to nursing staff.
- Support staff competency development, onboarding, and role clarity.
- Foster a supportive practice environment that promotes retention, accountability, and professional growth.
- Identify learning needs and recommend training or education as appropriate.

Student & Learner Supervision

- Provide clinical supervision and mentorship for:
 - Nursing students
 - Learners from other approved health or allied programs
- Coordinate student placements in collaboration with leadership and education partners.
- Ensure learners receive appropriate supervision, evaluation, and scope-appropriate experiences.

Quality, Risk & Accreditation Support

- Contribute to the development, review, and implementation of medical and nursing-related policies and procedures.
- Ensure nursing practices align with CCA standards, organizational policies, and regulatory requirements.
- Participate in quality improvement initiatives, audits, and risk mitigation strategies.
- Support documentation and evidence readiness for accreditation and internal reviews.

Interdisciplinary Collaboration

- Collaborate effectively with:
 - Physicians
 - Program staff
 - Leadership

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- External health partners
- Participate in case discussions, clinical meetings, and interdisciplinary planning as required.
- Support effective communication across teams to promote coordinated care.

Professional & Organizational Responsibilities

- Practice in accordance with:
 - College of Nurses of Ontario standards
 - Applicable legislation and professional guidelines
- Uphold confidentiality, privacy, and ethical standards at all times.
- Contribute positively to Brentwood's organizational culture, values, and mission.
- Participate in committees, initiatives, and organizational activities as required.

QUALIFICATIONS

Education:

- Requires Bachelor of Science in Nursing
- Current registration and good standing with the College of Nurses of Ontario.

Experience:

- Minimum 3–5 years of recent clinical nursing experience
- Experience in:
 - Mental health and/or addictions
 - Medication management
 - Bed-based or community-based care settings
- Previous supervisory or leadership experience strongly preferred

Knowledge & Skills:

Strong knowledge of:

- Mental health and addiction treatment
- Medication management and monitoring
- Scope-of-practice requirements

Demonstrated ability to:

- Supervise and mentor nursing staff
- Exercise sound clinical judgment in complex situations
- Communicate effectively in interdisciplinary environments

Knowledge of:

- Privacy and confidentiality legislation
- Quality improvement and risk management principles

Strong organizational, problem-solving, and leadership skills and bilingualism in both official languages would be an asset.

Core Competencies

- Clinical judgment and accountability
- Leadership and mentorship
- Risk awareness and mitigation
- Quality and safety focus
- Cultural humility and inclusivity

Compensation and Schedule:

- Permanent, full-time (37.5 hours weekly), salaried position
- Health and dental benefits
- Employer-matched pension plan
- Generous vacation and personal days
- Annual salary range - \$64,915 - \$78,683
- Police clearance with vulnerable sector check required

How to Apply

Resume may be submitted directly online or by email to Brentwood HR at rrobinet@brentwoodrecovery.com. Posting is open until end of business on Friday, August 28, 2026. Only candidates selected for interviews will be contacted.

Please mark in the subject line “Posting # 15-2026”

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