



Addiction & Mental Health Services | services de lutte contre les dépendances et de santé mentale
Kingston Frontenac Lennox & Addington

Position:	Crisis Worker, MCRT	Competition Number:	2026-094
Hours of Work:	37.50 hours per week Days, Evenings, Weekends	Reports to:	Clinical Program Manager, Rural Services
Location:	Napanee	Hourly Rate:	Pay Band 7 \$ 37.58 - \$ 43.96
Job Status:	Temporary Full-time (6 months)	Union/Non-Union:	OPSEU/SEFPO Local 489
Vacancies:	One (1)		
This posting is for an existing vacancy within our organization			

Job Summary:

The Crisis Worker functions as a member of the interprofessional crisis services team. The Crisis Worker provides effective crisis intervention, de-escalation and stabilization to individuals experiencing a mental health and/or addiction crisis utilizing the principles of psychosocial rehabilitation. The Crisis Worker provides rapid triage, assessment, intervention, resolution, short term supportive counselling and referral to the place of choice of the individual wherever possible.

The Crisis Worker works closely with community partners such as the police to provide effective assessment and support to those in crisis. The incumbent also participates in assertive outreach, as well as community liaison and collaboration for the purpose of information sharing and program planning. All services are provided in accordance with the mission, vision, values and established protocols of the Agency.

There are a number of specialty Crisis Worker roles, supporting clients across multiple programs at the Agency. Further information on variations of the role can be found at the end of this job description.

MCRT - responds with police to calls for emergency services within the Lennox and Addington regions. The purpose is to collaborate with police to provide effective stabilization and intervention to individuals experiencing a mental health crisis, providing rapid triage assessment and intervention. This role provides assertive outreach, community liaison and collaboration for the purpose of information and program sharing.

Minimum Qualifications:

- University Degree in a health-related discipline
- Current unrestricted registration with applicable regulatory body
- Three years relevant experience providing services to individuals who live with a serious mental illness, in a community setting preferred
- Designation as a Certified Psychiatric Rehabilitation Practitioner (CPRP), an asset
- Certification in First Aid and CPR, an asset
- Applied Suicide Intervention Skills Training, an asset
- Non-Violent Crisis Intervention training, an asset

Knowledge, Skills and Abilities:

- Knowledge of and ability to apply discipline specific principles and practices to individuals who live with a serious mental illness and/or addiction issue, within a client-centred approach.
- Demonstrated in-depth knowledge of mental health symptoms, issues, psychotropic medications and associated side effects.
- Knowledge of and ability to apply recovery principles and harm reduction principles.
- Knowledge of and the ability to incorporate best practices in crisis intervention techniques.
- Demonstrated assessment and crisis intervention skills with broad knowledge of emergency mental health and crisis stabilization.
- Demonstrated advanced clinical reasoning and decision-making skills.
- Ability to effectively utilize community resources and supports to meet the needs of clients.
- Ability to work under pressure within a changing environment.
- Knowledge of the Mental Health Act and other relevant legislation.
- Excellent communication and interpersonal skills to effectively engage community services and individuals, increasing awareness of services.
- Well-developed problem-solving, prioritization and conflict resolution skills.
- Ability to work autonomously as well as collaboratively in a multidisciplinary team environment.
- Basic proficiency in computer skills; MS Office preferred.
- Ability to work flexible hours, including evening, night, weekend, on-call and holiday work.
- Must possess a valid Ontario Driver’s License and have regular access to a reliable vehicle and provide proof of \$2,000,000 vehicle insurance. Incumbent may be required to transport clients.
- Required to provide a satisfactory criminal reference check (CRC) with Vulnerable Sector Screening prior to hire.
- French Language proficiency considered an asset.

Please submit a resume and cover letter as one document only quoting **Competition Number 2026-094**
to: careers@amhs-kfla.ca

AMHS-KFLA strives to be a diverse and inclusive workplace. We encourage applications from all candidates who would contribute to the diversity of our community and enhance our ability to provide quality services to our clients.

We are committed to accessible employment practices. If you require an accommodation to fully participate in the recruitment and selection process, please inform Human Resources to discuss your individual accessibility needs.

AI Disclosure: We do not use artificial intelligence to screen, assess, or select applicants for this position