



Internal/External Job Opportunity

KMHC hospital centre is located on the vibrant Mohawk Territory of Kahnawake. We have a 73-bed inpatient facility in a homelike environment and extensive outpatient services. KMHC is dedicated to strengthening the health and well-being of Onkwehshon:’a (people) and providing quality health and preventative care services.

POSITION Licensed Practical Nurse (LPN) – Long-Term Care
Indeterminate (Permanent) Full-Time (37.5 hours per week)

JOB SUMMARY The Licensed Practical Nurse (LPN) is a valuable member of the nursing team who is responsible and accountable for nursing care of clients. The LPN works under the direction of a Registered Nurse (RN) to assess resident's needs: provide input to RN's for the Therapeutic Nursing Plan, interventions based on best practices, and supervise the delivery of personal care provided by Préposé aux Bénéficiaires (PAB's). He/she is responsible for following the philosophy, procedures and policies of the hospital center. They keep their professional knowledge and skills up to date as deemed necessary by the Ordre des Infirmières et Infirmiers Auxiliaires du Québec (OIIAQ) and by Kateri Memorial Hospital Centre.

REQUIREMENTS Licensed Practical Nurse Diplôme d'études Professionnelles (DEP)
Current license with the Ordre des Infirmières et Infirmiers Auxiliaires du Québec (OIIAQ)
Post-Basic training an asset

SALARY In accordance with the Quebec Ministry of Health and Social Services (MSSS) reference Code 3455, Group 770:
Echelon 1 \$27.07 to Echelon 12 \$36.14 per hour, depending on experience

DEADLINE **Tuesday, February 10, 2026 at 3:30 pm**

APPLICATIONS Please submit a complete application package which includes:
✓ Completed Application Form
✓ Letter of Intent
✓ Resume
✓ Proof of Educational Requirements
✓ OIIAQ Licence Number

You can find the following documents on www.kmhc.ca/careers:
➤ Job Description
➤ Application Form

Submit applications to:
kmhc.hr.kahnawake@ssss.gouv.qc.ca

*Please note that preference will be given to Indigenous candidates.
Incomplete submission packages will not be considered.*

****Only selected candidates will be contacted.**



TITLE:	Licensed Practical Nurse (LPN)
	Group 770 Code 3455
DEPARTMENT:	Inpatient Long-Term Care Services
SUPERVISOR:	Manager of Long-Term Care
STATUS:	Indeterminate Full-Time
EFFECTIVE DATE:	May 2000
REVISION DATE:	June 2019

JOB SUMMARY

The Licensed Practical Nurse (LPN) is a valuable member of the nursing team who is responsible and accountable for nursing care of clients. This LPN works under the direction of a Registered Nurse (RN) to assess resident's needs: provide input to RN's for the Therapeutic Nursing Plan, interventions based on best practices, and supervise the delivery of personal care provided by Préposé aux Bénéficiaires (PAB's). He/she is responsible for following the philosophy, procedures and policies of the hospital center. They keep their professional knowledge and skills up to date as deemed necessary by the Ordre des Infirmières et Infirmiers Auxiliaires du Québec (OIIAQ) and by Kateri Memorial Hospital Centre.

RESPONSIBILITIES

- Maintains annual nursing licence for right to practice the profession
- Practices nursing according to the Code of Ethics of the Ordre des Infirmières et Infirmiers Auxiliaires du Québec and KMHC Code of Ethics
- Follows KMHC philosophy, policies and procedures
- Maintains competency of an Licensed Practical Nurse
- Has attitudes and behaviors which assure the provision of safe care and services
- Is vigilant and takes responsibility to ensure a safe environment for all
- Declares all risk situations, near misses or accidents that are witnessed or discovered on KMHC premises
- Available to work shift work on all three shifts plus every second week end
- To foster an approach to care that is respectful, compassionate and culturally appropriate and competent, responsive to the needs, values, belief, and preferences of clients and their family members, supporting mutually beneficial partnerships between clients, families and health care providers
- Work in an environment that honours the wisdom of Indigenous beliefs, language, culture and traditions

DUTIES (Performed under the direction of a Registered Nurse)

- Under the direction of a Registered Nurse; assesses the needs of the resident including assessment of functional abilities, physical health and quality of life factors
- Recognizes and informs the RN of any changes in a residents' status. After consultation with a Registered Nurse follows the RN's recommendations
- Appropriately documents all interventions with the resident
- Under the direction of a Registered Nurse discusses Therapeutic Nursing Plans with special attention to promotion of autonomy, prevention of decubitus ulcer, maintenance of continence, the use of alternatives to restraints and the promotion of family involvement
- Participates in interdisciplinary care planning for an assigned number of residents
- Delivers nursing care such as medication administration, dressing changes, maintaining IV therapy, etc. as per guidelines of the Ordre des Infirmières et Infirmiers Auxiliaires du Québec
- Supervise direct care staff under supervision of a Registered Nurse
- Establishes harmonious relationships with families by including them in planning and delivery of care when appropriate and by providing support (education, anticipatory guidance)
- Places safety first by assisting in the provision of a safe environment for residents, visitors and staff
- Uses resources judiciously and safely
- Collect data as required
- Participates in the life of the unit in a constructive way, recognizing strengths and weaknesses and works on solving unit problems

QUALIFICATIONS/REQUIREMENTS

Education/Experience:

Licensed Practical Nurse Diplôme d'études Professionnelles (DEP)

Current license with the Ordre des Infirmières et Infirmiers Auxiliaires du Québec (OIIAQ)

Post-Basic training an asset

Language skills:

Ability to read, analyze and interpret general technical procedures

Ability to document clearly and effectively present information

Good communication skills

Reasoning Ability:

Ability to carry out detailed written and verbal instruction

Ability to define problems, collect data, establish facts and draw valid conclusions

Organizational skills required

Physical Demands:

While performing the duties of this job, the employee is regularly required to stand, squat, kneel, bend and walk

Must frequently lift, push and/or move varied client body weights and frequently lift and/or move equipment up to 20 pounds

Other Qualifications:

Demonstrated ability to communicate effectively with Indigenous people, including sound knowledge and understanding of issues impacting mental, emotional, physical and spiritual health in contemporary society

The employee shall perform the services outlined in the above job description, including any related or incidental duties and responsibilities that may be assigned to him/her at any given time

Incumbent

Date

Manager