



Tehsakit'sen:tha

Kateri Memorial Hospital Centre

P.O. Box 10, Kahnawake, QC J0L 1B0

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www.kmhc.ca

Internal/External Job Opportunity

KMHC is an expanding hospital centre 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

Long Term Care Nurse Team Leader
Indeterminate (Permanent) Full-Time

JOB SUMMARY

The Long Term Care Nurse Team Leader works in collaboration with the Long Term Care Nurse Manager and Assistant Manager and the multidisciplinary team, to plan and deliver care that includes recognition of the client/residents perspective and in partnership with client/resident and family.

REQUIREMENTS

Current license with the Ordre des Infirmieres et Infirmiers du Quebec (OIIQ)
Three (3) to (5) years of clinical experience
Three (3) to (5) years of experience in management preferred
Knowledge of psycho-geriatrics

SALARY

In accordance to the Quebec Ministry of Health and Social Services (MSSS) reference Code 2459, Group 718:
Echelon 1 \$29.31 to Echelon 18 \$48.62 per hour, depending on experience

DEADLINE

February 19 2026, at 3:30 p.m.

APPLICATIONS

Please submit a complete application package which includes:

- ✓ Letter of Intent
- ✓ Resume
- ✓ Proof of Educational Requirements/Copy of Nursing license

You can find the following documents on www.kmhc.ca/careers:

- ✓ Job Description

Submit applications to:

kmhc.hr.kahnawake@ssss.gouv.qc.ca

Posted: February 5, 2026



TITLE:	Long Term Care Nurse Team Leader Group 718 Code 2459
DEPARTMENT:	Inpatient Long Term Care Services
SUPERVISOR:	Manager of Long Term Care
STATUS:	Indeterminate Full-Time
EFFECTIVE DATE:	August 2000
REVISION DATE:	July 15, 2025

JOB SUMMARY

The Long Term Care Nurse Team Leader works in collaboration with the Long Term Care Nurse Manager, Assistant Manager of Inpatient and the multidisciplinary team, to plan and deliver care that includes recognition of the client/residents perspective and in partnership with client/resident and family to:

- Keep an open channel of communication with staff, families and other departments in order to create a positive working relationship
- Co-ordinates the development of an Individualized Care Plan which assures the delivery of care and the achievement of the stated outcomes to promote the client/residents optimal level of functioning
- Assist Manager and Assistant Manager of Inpatient in the annual evaluation of Long Term Care Personnel's competency and assist in providing on-going education
- In the absence of the manager and/or Assistant Manager of Inpatient, the team leader assumes the primary responsibilities of the Manager or Assistant Manager of Inpatient.

RESPONSIBILITIES

- Meets and maintains Standards of Professional Nursing Competence
- Ensures that resident care adheres to the accepted Standard of Patient Care at KMHC
- Ensures that the Therapeutic Nursing Plans and goals adhere to the accepted norms of the Order of Nurses of Quebec (OIIQ)
- Practice nursing according to the OIIQ Code of Ethics and the KMHC Code of Ethics
- Follows KMHC philosophy, policies and procedures
- Maintains nursing competency through on-going education
- Advises the Manager and Assistant Manager of Inpatient on issues that fall within the overall functioning of the Long Term Care
- 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
- To foster an approach to care that is respectful, compassionate and culturally appropriate and competent, responsive to the needs, values, beliefs and preferences of clients and their family member, supporting mutually beneficial partnerships between clients, and health care providers
- Work in an environment that honours the wisdom of Indigenous beliefs, language, culture and traditions

DUTIES

- Supervises the delivery of nursing care on a daily basis, including care given by PABs, LPNs, and RNs
- Oversees the nursing process is carried out in the usage of the daily flow sheet and the monthly charting for long term clients. The Therapeutic Nursing Plan (TNP) continues to be used and improved
- Assess the physical and mental status of each client/resident on a continual basis in consultation with the LTC nurses
- Assist in the orientation and supervision of new nursing staff, Externa Program and PABs, LPNs, RNs
- Assesses the need for new or revised nursing procedures and/or equipment with the

- appropriate committee
- Schedules and chair Individualized Care Plan (ICP) meetings
- Oversees the implementation of the ICP and assures delivery of care and the achievement of stated outcomes
- Assist in providing In-service education
- Liaison between KMHC and other health organizations as needed to coordinate care for residents
- Coordinates admissions with the Manager and the LTC Physicians
- Ensures that admissions and discharges are completed according to policy and procedure
- Follow up contact with client/families upon discharge or at end of life-care
- Directs staff effectively during an emergency situation
- Assists with student placements and assignments
- May be asked to assist with interviews of PABs, LPNs, RNs
- Keep staff assignment and profiles up to date
- Assist with direct care when indicated
- Assist to ensure that appropriate infection control and isolation procedures are followed
- Conducts routine rounds daily
- Assist in coverage of breaks as needed

QUALIFICATIONS/REQUIREMENTS

Education/Experience:

Current licence with the Ordre des Infirmieres et Infirmiers du Quebec (OIIQ)

Three (3) to (5) years of clinical experience

Three (3) to (5) years of experience in management preferred

Knowledge of psycho-geriatrics

Language Skills:

Ability to read, analyze and interpret general professional journals and technical procedures

Ability to document clearly and effectively present information and respond to questions from managers, staff, clients and their families

Excellent communication and interpersonal skills required

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

The employee may be required to lift, push and/or move varied client body weights or occasionally lift and/or move equipment up to 20 pounds

Other Qualifications:

Ability to work within a team

Available to work flex hours

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 commitment to learn about Indigenous culture and language to better understand and serve the clients

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

