



# CAREER OPPORTUNITY

## EXTERNAL ONLY

<b>Classification:</b>	Instructor	<b>Program:</b>	Psychiatric Nursing Instructor & Program Lead
<b>Location:</b>	North Battleford	<b>Competition #:</b>	26-BC-2627
<b>Date Posted:</b>	May 29, 2026	<b>Closing Date:</b>	Open Until Filled
<b>Start Date:</b>	July 4, 2026, Full-time Permanent (239 Days per year)	<b>Salary Range:</b>	As per the Collective Agreement \$340.48 – 516.41 per day, depending on education & experience. (\$81,374.72 – \$123,421.99 per year)
		<b>Market Stipend</b>	\$10,000.00 Pro-rated based on FTE

The commencement of this position is subject to funding decisions, which are beyond the control of North West College, and therefore subject to change. This is an in-scope position.

---

### Main Responsibilities:

Reporting to the Vice-President, Academic the *Psychiatric Nursing Instructor, and Program Lead* is responsible for planning, scheduling and coordinating the delivery of the psychiatric nursing education program curriculum and content in alignment with the established learning objectives and outcomes, while operationalizing the North West College Indigenization charter. The position is also responsible for instructing within a designated teaching assignment, promoting the academic success and personal growth of students. As the Lead Instructor, the position mentors and supports other psychiatric nursing instructors, serving to also address student performance concerns (as appropriate).

### Instructor

- Prepares course outline and classroom instruction content to meet curriculum requirements.
- Identifies resources required for program delivery.
- Ensures daily completion and submission of student attendance/absences and timely reporting of student concerns to Student Services and / or the Program Coordinator
- Delivers classroom, lab and clinical instruction consistent with the established curriculum, learning outcomes and instructional plans according to adult education principles.
- Utilizes adult education principles, methodologies and techniques including determining when different teaching styles are required to address differing learning needs.
- Implements student examinations and learning assessment tools that meet and follow the curriculum and College guidelines, standards and requirements.
- Implements, in the course presentation, references to life and cultural experiences that connect to the subject material and enhance student comprehension and learning.
- Organizes and manages teaching environment (classroom, lab and clinical practice education) to ensure an optimum learning experience that is inclusive.
- Establishes, communicates and implements classroom, lab and clinical participation and activity protocols, procedures and expectations.
- Engages with, motivates and provides support to students to contribute to a positive and successful learning experience.
- Monitors and provides feedback on student classroom, lab or clinical participation and learning progress.
- Counsels students on classroom, lab or clinical participation and study techniques to enhance their learning ability and success in the program.
- Records and submits student assessment and evaluation marks on all tests, assignments and projects.
- Identifies student learning issues and refers students to, or consults with, professional assistance.
- Implements student learning assistance plans as may be established.

### Program Lead

- In collaboration with the Senior Health Care Coordinator (SHCC), creates and coordinates instructional schedule and individual teaching assignments to meet the needs of the Psychiatric Nursing program, including staff orientation and training

- Advises the SHCC of staffing requirements, collaborating to ensure that instructional resources are clear, adequate and appropriately used; while remaining within budget constraints.
- Monitors program quality, engaging with Saskatchewan Polytechnic, to ensure programming meets design, delivery, curriculum standards, principles of adult education – while operating in alignment with College policies and procedures – notifying the SHCC and VPA, or designate, of results of any reports, concerns or questions brought forward.
- Acts as the as the primary contact for instructors in the Psychiatric Nursing program for:
  - Student complaints.
  - Student challenges – performance concerns, academic or attendance challenges.
  - Implementation of learning assessment tools or other student supports and understanding attendance contracts.
  - Requesting additional support to apply the Principal of Adult Education, curriculum delivery and evaluation methods.
- In collaboration with Students Services and Counsellors, advises of student learning issues, performance and / or behavioral concerns, implementing and supporting plans provided by modifying teaching methods.
- In collaboration with the SHCC and VPA, recommends students for suspension, discontinuation, or honours.
- In collaboration with the Health Care Administrator, supports the completion and submission of all student documentation (immunization, CPR, etc.) necessary for student participation in clinical practice education placements.
- Assumes responsibilities outside the classroom by participating in College projects, programs, and activities as needed.
- Performs other responsibilities and duties as may be assigned to contribute to the success of student learning and a positive participation experience in College programs and activities.

---

### **Instructional Assignment:**

- Instruct & Supervise Clinical Placements, including Preceptorship
- Theory & lab courses and components in Year 1 and 2
- Specific instructional assignments will be formalized based on expertise & program need.

---

### **Qualifications, Skills, Abilities and Experience:**

- Instructors must be approved by Saskatchewan Polytechnic to teach in the program.
- Must possess an undergraduate degree in nursing.
- Preference will be given to candidates who are registered or eligible for registration with the College of Registered Psychiatric Nurses of Saskatchewan (**CRPNS**) and who hold, or are pursuing, a relevant master's degree. Candidates without a completed master's degree may be eligible for support to pursue one.
- Candidates who are registered or eligible for registration with the College of Registered Nurses of Saskatchewan (**CRNS**), have relevant psychiatric nursing practice experience, and who hold or are willing to pursue a relevant master's degree are also encouraged to apply. Support may be available to assist in completing the degree.
- Minimum of two years recent and relevant experience in Psychiatric Nursing or Instructing.
  - Preference will be given to those with administrative experience.
- Knowledge of project management would be considered an asset.
- Ability to supervise and mentor staff.
- Ability to apply the principles, methodologies and techniques of Adult Education.
- Ability to identify student learning challenges and difficulties.
- Superior written communications skills and effective public relations and public speaking.
  - Ability to analyze, conceptualize and synthesize student needs and adapt teaching styles when necessary.
- Demonstrated skills in collaborative problem solving, analysis, and accountable leadership.
- Demonstrated team building skills, the ability to work in a collaborative team setting, and maintain a respectful workplace.
- Ability to maintain and portray a student-friendly approach to service.
- Ability to plan, organize, schedule and prioritize work and activities and perform effectively, taking into account interruptions, conflicting and changing priorities and demands, and application of deadlines.
- Ability to manage classroom behavior and encourage and manage discussion groups with differing language skills, opinions, experience and backgrounds.
- Ability to work both independently and lead a team.
- Knowledge of, and ability to use, technology such as Zoom, Microsoft Office Suite, Outlook, Internet, Learning Management Platforms and social media, with the ability to learn and adapt to changing technology.
- Ability to establish and maintain records appropriate to support program operational and information needs.
- A valid Saskatchewan driver's license and be willing and able to travel as required.

- A satisfactory criminal record check (CRC) is a condition of employment with North West College. The CRC must include the Vulnerable Sector Search in order to access Clinical and Educational settings.

---

If you are interested in this position with the College, please complete an application for Employment. The application is located on the website at [www.northwestcollege.ca](http://www.northwestcollege.ca). Please provide a letter to Human Resources outlining how you meet the qualifications, knowledge, education and skills as identified in the posting.

**Submit Applications to:**

Human Resources  
North West College  
10702 Diefenbaker Drive  
North Battleford SK S9A 4A8  
Fax: 1.306.445.2254

**Please Quote Competition #26-BC-2627**

**NWC thanks all those who applied however only those selected for an interview will be contacted.**

Email: [nwrccareers@northwestcollege.ca](mailto:nwrccareers@northwestcollege.ca)