Carea Community Health Centre

*Care. Compassion. Community.*

# Vacancy Posting

**Position Title:** **Therapist**
**Employment Status:** Permanent Full-time
**Hours of Work Schedule:** 35 hours per week
**Salary Range:** Salary is commensurate on skills and experience, and within the range of $59,737 - $69, 251, plus mandatory benefits including HOOPP.
**Position Reports To: Tanya Johnson, Manager, Primary Care, Clinical Services**
**Director: Francis Garwe, Director, Clinical Services**
**Primary Location:** 360 Bayly St W Unit 5, Ajax, ON

## Organization Overview

**Carea Community Health Centre** will be the recognized leader in redefining the experience of community based health and wellness services. We provide access to high quality holistic and inclusive care that is responsive to the needs of the community and empowers individuals to enhance their own well-being. We hold these values equally: (1) Person Centered: We consistently deliver the highest standard of care while being responsive and respectful of each individual's choices, values and needs, (2) Inclusive: We value, celebrate and support the diversity of all individuals, (3) Compassion: We ensure dignity, empathy and understanding without judgment, (4) Teamwork & Collaboration: We work together with each other, our clients and the broader community to achieve the best possible outcomes and (5) Accountability & Reliability: We will deliver on our promises. Carea will continue to focus on building its capacity to provide a full range of health and wellness services to clients of all-ages across Oshawa, Whitby, Ajax and Pickering.

## Position Overview

Working as a member of an inter-professional team of health professionals, the Therapist provides psychotherapy/counselling to individuals, families, couples and groups in order to assist people to achieve optimal psychosocial functioning. The Therapist practices the principles of client-centered, evidence-based and evidence-informed care within the context of a collaborative, inter-professional team approach. The Therapist will be an effective, collaborative member of the Agency's *Clinical Services, Primary Care* inter-professional team structure. The Therapist will provide therapy/counselling services to members of our community which include people who are marginalised and at-risk with respect to the social determinants of health. Additionally, the Therapist will collaborate with community partners and other health professionals across the region. The Therapist will demonstrate leadership skills to champion and support goals that align with and achieve Carea CHC's Strategy, Vision, Mission and Values, internally and externally.

## Key Responsibilities

- Provide brief, client-centred, evidence-based and evidence-informed psychotherapy/counselling services that address the psychosocial needs of individuals, families, couples and groups in a non-judgemental manner. Clients often include people who have physical and mental health concerns and/or concurrent disorders involving substance use.
- Provide psychotherapy/counselling services within *scope of practice* as defined by the respective regulatory colleges.
- Perform biopsychosocial assessments – when required – and ensure that treatment/counselling plans are developed collaboratively *with* the client and *matched* with client needs and/or diagnoses.
- Participate in the delivery of psychotherapy/counselling services at multiple Carea satellite offices and/or community partner locations (e.g. Durham District School Board) as required.
- Participate in the development and delivery of psychotherapy/counselling services to clients using the *Ontario*

*Telemedicine Network* (OTN) personal and secure videoconferencing.

- Ensure client care and caseload is managed to achieve the goals of Carea CHC's *Multi-Sector Service Accountability Agreement* (MSAA) targets set by the Central-East Local Health Integration Network (CE-LHIN).
- Support and promote the implementation, monitoring and evaluation of evidence-based psychotherapy/counselling protocols and standards of best-practice.
- Actively collaborate and seek/provide consultation within an *inter-professional* model of care which includes – among others – Social Workers, Psychotherapists, Physicians, Nurse Practitioners and Registered Nurses and Medical Secretaries.
- Actively participate, seek/provide consultation with external health service providers in the client's circle-of-care.
- Participate in clinical case conferences and perform case management functions as required.
- Collaborate with members of Carea's *Health Promotion and Community Development Services* (HPCDS) as required.
- Provide clinical supervision for graduate students as required.
- Act as a client-advocate and Carea representative including when participating with community partners in initiatives that aim to promote funded Carea program/service alignment and systemic change – especially with respect to the social determinants of health and their associated health risks.
- Actively lead, participate and/or partner on internal and external projects or committees as assigned. This could include participation in various operational initiatives and activities designed to improve team effectiveness and overall workplace success.
- Participate in chart reviews, development and implementation of *Quality Improvement Plans* (QIP) and accreditation activities with *Canadian Centre for Accreditation* (CCA).
- Complete timely and accurate medical records of client encounters, documentation and third-party correspondence using Carea CHC's *Electronic Medical Record* (EMR) system: *Nightingale-on-Demand* (NOD). Proficiency with Microsoft Office applications (e.g., Word) is an asset.
- Actively participate in continuing Professional Development (PD) activities as required by the respective colleges and aligned with Carea's performance management requirements.
- Participate in the design, implementation and evaluation of research studies that Carea CHC may participate in, from time-to-time, as required.
- Participate in other Carea CHC agency training activities and meetings as requested.
- Perform other duties as assigned that are reasonable with the scope of practice.

**Qualifications**

1. Master of Social Work (M.S.W.) degree with a clinical speciality an asset (e.g., mental health/addictions); Master of Arts (M.A.) in Clinical and Counselling Psychology or other equivalent Master degree.
2. Must be a current member in good standing with *Ontario College of Social Workers and Social Service Workers* (OCSWSSW) -or- the *College of Registered Psychotherapists of Ontario* (CRPO).
3. Demonstrated knowledge of scope and standards of practice with the above respective regulatory College.
4. Evidence of skill in developing effective, collaborative therapeutic relationships and treatment/counselling plans with clients of all ages.
5. Evidence of either degree-curriculum, or post-graduate education in the theory and use of evidence-based and evidence-informed therapeutic counselling interventions (e.g., Cognitive Behavioral Therapy (CBT) (an asset), Dialectical Behavioral Therapy (DBT), Interpersonal Psychotherapy (IPT) etc.).
6. Demonstrated experience in delivering psychotherapy/counselling interventions in a single-session, brief model of service provision is an asset.
7. Demonstrated experience providing the above interventions (e.g. CBT) to individual, couples, family and group clients with complex mental health challenges. Knowledge of DSM-V diagnoses, concurrent disorders and crisis intervention skills is an asset.
8. Demonstrated competence in completing biopsychosocial assessments, preparing treatment/counselling plans, delivering above interventions, documenting and communicating with partners in client circle-of-care.
9. Demonstrated ability to manage a caseload, determine priorities, meet deadlines, work independently and as an effective member within an inter-professional team.
10. Demonstrate knowledge of issues affecting marginalized communities, policies, legislation, programs, and other issues related to scope of practice and social determinant of health.

11. Access to a car and valid driver's license required.
12. Familiar with Electronic Medical Records (EMR) systems (e.g., Nightingale on Demand) and computer skills in use of Microsoft Office.
13. Ability to support and provide input into the program evaluation process to align and determine priorities.

**Minimum Key Attributes include:** Service-oriented, Collaborative, Team Player, Results-oriented, Accountable, Initiative-taking, Flexible, Adaptable, Collaborative, Effective Communication Skills, Ability to manage risk within one's responsibility and accountability. **Role-specific attributes:** Conceptual thinker; Efficient, Organized, Attention to Detail, Creative and Innovative Thinker, Analytical/Systematic, Forward Thinker, Problem-Solving skills, Crisis Management Skills, Empathic.

**Application Process:**

1) For Internal Candidates, please send resume and expression of interest to mnebres@careachc.ca **on or before December 29 2017**.
2) External Applicants – we welcome referrals of external applicants. If you are interested in being considered for this position, please submit cover letter and resume outlining your qualifications and expectations by email to: mnebres@careachc.ca (Attention: Maria Nebres, HR Partner) **on or before December 29, 2017.**

**Notes:**

1) The Agency is committed to transparent and merit based selection in all of its recruiting and hiring decisions. We embrace and celebrate our community's unique multicultural heritage and diversity.
2) **This position is subject to the successful completion of the following pre-employment conditions for all external hires:** Reference Checks; and Criminal Background checks (including Vulnerable Sector Screening).We welcome internal referrals and, depending on needs, may conduct an external search concurrent with internal posting. While we thank all applicants for their interest in applying, only those qualified and considered for interview will be contacted. All applicant submissions will be kept on file for six months, for future consideration.

Carea Community Health Centre is committed to complying with all applicable standards as set out in the Accessibility for Ontarians with Disabilities Act, 2005 (AODA), the provisions of the Ontario Human Rights Code, and any other applicable legislation. **Accessibility:** If you have accessibility needs and require alternate formats or other accommodations please contact Paula Carter, Resource Development and Communications Manager at 905-723-0036, extension 1229, or by email to pcarter@careachc.ca . **Carea Community Health Centre and staff are dedicated to creating an inclusive environment that welcomes diversity. Every One Matters! Every One is Welcome!**