

	JOB DESCRIPTION		
	Position Title: Program: Service: Accountable to:	Clinical Counsellor Counselling & Clinical Services Mental Health and Addictions Manager of Counselling & Clinical Services	
Issued By: Date Issued:		Date Revised: Classification	June 2018

PURPOSE AND SUMMARY

Under the direction of the Manager of Counselling & Clinical Services, the Clinical Counsellor will provide therapy using a variety of modalities within Clinical Services. The clinician must have substantial experience providing clinical assessments and subsequent psychotherapy. Duties include but are not limited to administering and analyzing screening and assessment tools; performing assessments and intensive therapy for individuals, families and groups; crisis intervention; research; and program consultations. Clinical supervision will be provided by the Agency's lead Psychologist. The candidate must be able to conduct themselves with professionalism and in compliance with the Ethical Guidelines. The Clinical Counsellor will ensure the provision of cultural and clinical best practices that are consistent with the vision, mission and core values established by Dilico Anishinabek Family Care. This job requires travel to the District.

DUTIES AND RESPONSIBILITIES

1. Service Responsibilities

- a. providing a variety of clinical services:
 - a. Providing individual, family and group counselling to clients as needed or assigned;
 - b. Conducting psychological assessments and compiling professional reports in a timely fashion;
 - c. Providing consultation and assessments to clients as needed or assigned;
 - d. providing therapeutic interventions, consultation and monitoring of the effectiveness of clinical interventions;
 - e. Engaging with referral sources to provide continuity of care and increase client engagement;
 - f. facilitating effective, timely and consistent delivery of engagement with

the other components of the client(s)'s circle of care.

- b. Attending regularly scheduled supervision meetings with supervising psychologist implementing integrated service delivery from the point of referral to service completion, transition and aftercare for clients of the program;
- c. working collaboratively with all Dilico Services (Mental Health and Addictions, Cultural, Health and Child Welfare) to develop and maintain the continuum of treatment;
- d. Supporting clients to identify and to take concrete steps towards their goals;
- e. arranging access to external specialized consultation, interventions and treatment for clients where necessary;
- f. ensuring the planning for clients is community-centered and adequately engages the client and/or First Nation representative in the planning where applicable;
- g. ensuring that services and programming provides therapeutic, holistic services that are consistent with the vision, mission and core values established by Dilico Anishinabek Family Care;
- h. developing, facilitating, teaching and training of evidence-based and culturally-safe programming that is approved by Dilico Anishinabek Family Care leadership;
- i. maintaining the client record:
 - a. ensuring it accurately reflects transition experiences and progress of the individual is up to date in accordance with Agency Policy and Procedures;
- j. Participating in program evaluation, and quality assurance processes;
- k. providing written reports and on-going information and data when required.

2. **Organizational Responsibilities**

As a representative of Dilico, the Clinical Social Worker is responsible for:

- a. reflecting and interpreting the Agency Vision, Mission and Core Values in his/her own work with enthusiasm and commitment.
- b. promoting commitment in others for Agency Vision, Mission and Core Values;

- c. understanding and acting in accordance with the legislation, Policies, Standards and Procedures of his/her own service, program and Agency;
- d. understanding policy and procedures on employee rights, employment equity, access to information, privacy, safety and health – with respect to these policies, knowing the rights and obligations of employees;
- e. knowing the relationship of the services of his/her own program to other Agency programs and to the Agency Mission and strategic direction;
- f. developing and maintaining respectful, cooperative working relationships to contribute to the integrated, seamless delivery of services to Anishinabek children, families and communities;
- g. applying Anishinabek culture, values, traditions and teachings into policy and programming where possible;
- h. ensuring accuracy, confidentiality and safekeeping of agency records;
- i. Participating constructively in the supervision process with the immediate Manager.

QUALIFICATIONS

1. Education

- A Master of Social Work or Psychology degree is required.
- Eligible for supervised practice licensing with the College of Psychologists of Ontario or Ontario College of Social Service Workers and Social Workers.

2. Work Experience

- five or more years providing psychotherapy and evidence-based treatment and interventions (i.e., DBT, CBT, behaviour therapy);
- substantial experience utilizing a variety of treatment modalities in the field of Mental Health/Addictions Services particularly relating to Anishinabek clients;
- Additional assessment courses and experience is preferred.

3. Skills/Abilities

- a. Generates new ideas and links and builds upon existing ideas to generate unique concepts and solutions;
- b. excellent written and oral communication skills;
- c. excellent planning, organization, problem-solving, decision-making and liaison skills;
- d. counseling, assessments and group therapy skills;

- e. leadership experiences;
- f. excellent program evaluation skills;
- g. ability to work independently while being capable of collaboration within a multi-disciplinary treatment team;
- h. excellent case conceptualization skills and ability to form effective therapeutic objectives for Anishinabek people;
- i. knowledge of the treatment process and a variety of current treatment approaches including a mental health perspective, pre-treatment readiness, assessment and providing flexible programming to meet the needs of the client;
- j. knowledge and the ability to work within a culturally-based and strengths-based perspective;
- k. ability to develop and implement therapeutic programming;
- l. knowledge and understanding of the Child and Family Services Act, the Mental Health Act and other related legislation;
- m. sound knowledge of the Anishinabek culture
- n. understanding of the principle issues affecting Anishinabek youth
- o. sound knowledge traditional influences that promote mental well-being of Anishinabek children/youth/families
- p. ability to maintain confidentiality.

CONDITIONS OF EMPLOYMENT

- a. satisfactory Criminal Records Search;
- b. ability to work flexible hours as determined by the Counselling and Clinical Services Manager in relation to service requirements;
- c. must possess a Class "G" Driver's License and have access to a personal vehicle;
- d. a valid Standard First Aid/CPR Certificate is recommended;
- e. complete and maintain certification relevant assessment tools;
- f. must maintain professional registration;
- g. must complete a medical and receive the required immunizations as recommended by the local medical officer of health.

NOTE: This job description is not intended to be all-inclusive. The employee may perform other related duties as required to meet the ongoing needs of the organization.