

## Job Posting

**Position Title:** Therapist/Counsellor – Children, Youth, and Family Health Clinic

**Employment Status:** Full-Time Permanent

**Position Status:** This is a Bargaining Unit position. All terms and conditions of the collective bargaining agreement apply.

**Job Posting Deadline for Internal Candidates:** Jan. 23, 2025, at 5:00pm

**Hours of Work/Schedule:** Monday to Friday, 35 Hours per week (includes one evening shift per week)

**Position Reports To:** Senior Manager, Integrated Care and Experience (ICE)

**Director:** AVP ICE

**Salary Range:** Annualized salary range \$66,471 - \$75,517, commensurate on skills and experience, plus participation in HOOPP.

**Primary Work Location:** Airport Blvd, Oshawa, ON (with flexibility to transition/work at any DCHC locations as required)

### Organization Overview

Durham Community Health Centre is a 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.

Our name embodies what we do every day – we care. Caring for the health and wellness of our communities' residents is the cause that unites us. It shapes our thinking and guides our actions.

Durham Community Health Centre is a registered charitable organization providing a variety of free, community programs and services including: health promotion and wellness programs; primary care, counselling and mental health; diabetes education; Hepatitis C screening, treatment support, education and outreach; geriatric assessment & intervention; young parent support, youth programs, Indigenous programs; community development programs; and fundraising events which include developing charitable partnerships/sponsorships to fund programs.

In line with the CHC Model of Health and Wellbeing, our expert team works with our clients to provide holistic care, support, and wraparound services that empower clients to improve their health and wellness. We strive to be accessible to those in the community who face access barriers like culture, gender, geographic isolation, homelessness, language, physical disabilities, poverty, and race.

We are Durham Community Health Centre! Care. Compassion. Community.

**The Child, Youth, and Family Clinic** is the result of a partnership between Carea CHC and The Durham Children's Aid Society. The health clinic team will provide access to primary care, counselling services, and pediatric medicine as part of an evolving multi-agency hub which is designed to offer a variety of health and social supports for children, youth, and families in Durham, with an emphasis on vulnerable groups and those who experience barriers to care. This is an exciting time of growth! Clinic staff will be part of building a multi-service community resource dedicated to optimizing the health and wellness of children, youth, and families in Durham Region.

## **Position Overview**

This role will contribute to mental health services for children, youth, and families in the setting of a new Child, Youth, and Family Health Clinic in Oshawa. Working as a member of an interdisciplinary team of health professionals, the Therapist provides psychotherapy to individuals and groups in order to assist people to achieve optimal psychosocial functioning. The Therapist practices the principles of client-centered care within the context of a self-directed and interdisciplinary team approach. Additionally, the Therapist will collaborate with community partners and other health professionals across the region. The Therapist will be an effective member of the Agency's team structure, in support of goals that align with and achieve the Agency's strategy, Mission, Vision and Values. The collaborative practice of this position includes accepting referrals from, consulting with, or referring to other health care providers in order to promote comprehensive and continuous care.

## **Key Responsibilities**

- Provide counselling services to children, youth, and families living in Durham Region.
- Provide brief solution focused sessions, group programs and psycho educational workshops, and collaborate with other team members to expand services.
- Work closely with community partners and existing networks and community partnerships to ensure that the target population is able to receive appropriate services.
- Contribute to providing more accessible targeted services to children, youth, young adults, and families through direct service, referrals, and navigation.
- Occasional community outreach in collaboration with internal and external partners
- Respond to community queries about counselling services; triage support depending on urgency of inquiries; Make community referrals as appropriate.
- Perform administrative duties related to client support.
- Other duties as assigned.

## **Key Qualifications**

- Master of Social Work (M.S.W.) degree with a clinical specialty (e.g., mental health/addictions, child and family services); Master of Arts (M.A.) in Clinical and Counselling Psychology or equivalent master's degree.
- Must be a current member in good standing with appropriate regulatory College (e.g., Ontario College of Social Workers and Social Service Workers (OCSWSSW); College of Registered Psychotherapists of Ontario (CRPO).
- Demonstrated knowledge of scope and standards of practice with the above regulatory College.
- Evidence of skill in developing effective, collaborative therapeutic relationships with clients.
- Evidence of 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), Dialectical Behavioral Therapy (DBT) etc.). Experience in delivering therapy/counselling in a brief, solution-focused model of service provision.

- Demonstrated experience providing interventions to clients with complex mental health challenges. Knowledge of DSM-V diagnoses, concurrent disorders, and crisis intervention skills.
- Demonstrated competence in completing biopsychosocial assessments, preparing treatment plans, delivering above interventions, documenting, and communicating with partners in client circle-of-care.
- Demonstrated ability to manage a caseload, determine priorities, meet deadlines, work independently and as an effective member within an interdisciplinary team.
- Knowledge of issues affecting marginalized communities, policies, legislation, programs, and other issues related to scope of practice and social determinants of health.
- Knowledge of child, youth, and family resources in Durham strongly preferred.
- Access to a car and a valid driver's license required.
- Familiar with electronic health records systems (e.g., PS Suite) and computer skills in use of Microsoft Office.
- Ability to support and provide input into the program evaluation process to align and determine priorities.

**Minimum Key Attributes include:** Effective Communicator (verbal, written, and across colleagues, community, clients, and partners), Interpersonal skills/ Empathy, Team Player / Collaborative, Strong Time Management and Organizational skills, Adaptable – to the needs of others; to changing priorities, Crisis management and Problem-Solving skills, Flexibility. **Role-specific attributes:** Conceptual Thinker, Efficient, Creative and Innovative Thinker, Alliance Builder, Analytical/Systematic Thinker, Personal Sensitivity/Empathy.

**Full vaccination against COVID-19 is mandatory for this position (DCHC will however adhere to its duty to accommodate those who are unable to be fully vaccinated for a reason related to a human right protected ground).**

**Application Process:**

- 1) If you are interested in being considered for this position, please submit a cover letter and resume outlining your qualifications and expectations by email to [recruiting@durhamchc.ca](mailto:recruiting@durhamchc.ca). This position will remain posted until filled.
- 2) While we thank all applicants for their interest in applying, only those qualified and considered for an interview will be contacted. All applicant submissions will be kept on file for six months, for future consideration.
- 3) All applicants are encouraged to provide a valid email address for communication purposes. Applicants may receive written correspondence regarding this job posting directly to the email address provided on their resume. As an applicant, it is your responsibility to ensure that you check your email regularly.
- 4) All positions are 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).

**Durham 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 Human Resources at 905-723-0036, or by email to [recruiting@durhamchc.ca](mailto:recruiting@durhamchc.ca). **Durham Community Health Centre, and staff are dedicated to creating an inclusive environment that welcomes diversity.**

