

Job Posting

Position Title: Therapist – Interprofessional Primary Care Team

Employment Status: Permanent Full Time

Job Posting Deadline for Internal Candidates: March 13, 2025, at 5:00pm

Hours of Work / Work Schedule: 35 hours per week

Salary Range: Annualized salary is commensurate on skills and experience, within the range of \$66,471 and \$75,517, plus Group benefits and HOOPP.

Position Reports To: Senior Manager, Integrated Care & Experience

Director: AVP, Integrated Care & Experience

Location: Pickering/Oshawa; with flexibility to work/transition to all DCHC sites

Organization Overview

Durham Community Health Centre (DCHC) is a registered, charitable organization that provides integrated, accessible, and equitable community-based primary care, wellness services, and health education to Durham community members who face multiple barriers to their health and well-being.

DCHC also provides equity-based programs and services that focus on priority populations such as Indigenous, Black, the 2SLGBTQI Community, Newcomers to Canada, Seniors, and Unattached patients (i.e., those without a family doctor), to name a few. DCHC ensures Durham community members receive not only sick care, but preventive care as well.

At DCHC, we are a team-based interprofessional group of staff including physicians, nurse practitioners, nurses, counselors, dietitians, outreach workers, medical secretaries, and other administrative staff. We always place every client at the centre of our approach to care, based on their needs. We address these needs through integrated clinical and wellness care and health education.

It's an exciting time to be joining DCHC, while we are embarking on an energizing path with a focus on making our biggest impact yet on local health care by diversifying, expanding, and leveraging our Strategic Plan, Theory of Change, Brand, Client Stories and Resources.

DCHC's 2023 – 2026 Strategic Goals

- Drive Program and Service Integration and Client Experience Across All that DCHC Does
- Evolve Program Offerings to Improve Health Equity and Meet the Needs of DCHC's Priority Populations
- Establish DCHC as a System Advocate and Champion for Equity
- Enhance DCHC's Brand and Awareness Across Durham Region
- Become an Employer of Choice with a Focus on Recruitment, Retention, and Development

Position Overview

Working as a member of an inter-professional care team at DCHC, the Therapist provides psychotherapy/counselling to individuals, families, and caregivers in order to help them achieve optimal psychosocial functioning, while taking into consideration individual contexts of marginalization and social determinants of health. The IPC Team Therapist will be an effective, collaborative member of the Inter-professional Primary Care (IPC) team structure, working together with internal team members as well as in partnership with service providers and professionals within the community and region. The Therapist will demonstrate leadership skills to champion and support goals aligned with DCHC's Strategy, Vision, Mission and Values.

Key Responsibilities:

- Provide client-centred, evidence-informed psychotherapy/counselling services that address the psychosocial needs of individuals and families/caregivers in a non-judgemental manner
- Provide psychotherapy/counselling services within *scope of practice* as defined by the respective regulatory colleges
- Perform biopsychosocial assessments and ensure that treatment/counselling plans are developed collaboratively with the client and other members of the IPC team
- 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 can include Social Workers, Psychotherapists, Physicians, Nurse Practitioners, Registered Nurses, Medical Secretaries and 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 DCHC's *Health Promotion and Community Development Services* (HPCDS) as required.
- 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, peer review processes, development and implementation of *Quality Improvement Plans* (QIP), Professional Development activities as required by the respective colleges, and accreditation activities with *Canadian Centre for Accreditation* (CCA).
- Complete timely and accurate medical records of client encounters, documentation and third-party correspondence using DCHC's *Electronic Medical Record* (EMR) system: *Telus PSS*. Proficiency with Microsoft Office applications (e.g., Word) is an asset.
- Flexibility to work at DCHC's clinical locations to delivery patient care services, as required.
- Ability to work a flexible schedule with at least one evening per week.

Key Qualifications:

1. Master of Social Work (M.S.W.) degree with a clinical speciality an asset (e.g., mental health/addictions); or 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. Evidence of either degree-curriculum, or post-graduate education in the theory and use of evidence-informed therapeutic counselling interventions [e.g., Cognitive Behavioral Therapy (CBT) (an asset), Dialectical Behavioral Therapy (DBT), Interpersonal Psychotherapy (IPT) etc.].
4. 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.
5. Demonstrated competence in completing biopsychosocial assessments, preparing treatment/counselling plans, delivering above interventions, documenting and communicating with partners in client circle-of-care.
6. Demonstrated ability to manage a caseload, determine priorities, meet deadlines, work independently and as an effective member within an inter-professional team.
7. Demonstrate knowledge of issues affecting marginalized communities, policies, legislation, programs, and other issues related to scope of practice and social determinant of health.
8. Access to a car and valid driver's license required.
9. Familiar with Electronic Medical Records (EMR) systems (e.g., Nightingale on Demand) and computer skills in use of Microsoft Office.
10. Ability to support and provide input into the program evaluation process to align and determine priorities.

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. 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. **Durham Community Health Centre, and staff are dedicated to creating an inclusive environment that welcomes diversity.**

Oshawa Location
115 Grassmere Ave
Oshawa, ON L1H 3X7
T: 905-723-0036 | F: 905-723-3391

Child, Youth & Family Clinic
1320 Airport Blvd
Oshawa, ON L1J 0C6
T: 905-743-9960 | F: 905-720-1292

Pickering Location
17-1450 Kingston Road
Pickering, ON L1V 1C1
T: 905-420-0333 | F: 905-420-3541

1-877-227-3217
www.durhamchc.ca