Vacancy Posting

Position Title: Therapist – Interprofessional Primary Care Team

Employment Status: Permanent Full Time

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

Position Reports To: Manager – Interprofessional Primary Care Team

Director: Melanie Hill, Director, Clinical Services

Primary Work Location: Pickering

Organization Overview
Carea 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. We hold these values equally: (1) Person Centered; (2) Inclusive; (3) Compassion; (4) Teamwork & Collaboration; and (5) Accountability & Reliability. These five core values embody who we are, how we work, and are fundamental to our culture. Every member of our team demonstrates their commitment to these core values in their everyday activities. These values steer our decision making, guide the delivery of care and services, and govern how we interact with our clients, partners, and each other. 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 care team at Carea, 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 Carea CHC’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 Carea’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 Carea CHC’s Electronic Medical Record (EMR) system: Nightingale-on-Demand (NOD). Proficiency with Microsoft Office applications (e.g., Word) is an asset.
• Flexibility to work at Carea’s clinical locations to delivery patient care services, as required.
• Ability to work a flexible schedule with at least one evening per week.

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.

Application Process:

1) Please send resume and expression of interest to recruiting@careachc.ca on or by November 22, 2019

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 Human Resources, at 905-723-0036 or by email to recruiting@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!