



GITANMAAX HEALTH AND WELLNESS CENTRE

Permanent Full-Time – Mental Health and Addictions Clinician Team Leader (Mobile Support Team)

JOB POSTING

Gitanmaax Health and Wellness Centre is inviting applications for a highly motivated Mental Health and Addictions Clinician Team Leader to join their Health Services team for a full-time term position.

Function: In accordance with established vision and values of the organization, and in partnership with the First Nations Health Authority and First Nations communities; the Team Leader MHA provides line leadership, supervision, clinical support, service delivery level problem solving to the multi-disciplinary team, in accordance with the standards of professional practice and code of ethics as outlined by the BC College of Social Workers (BCCSW); or a Clinical Counsellor who is registered with and practices in accordance with the standards of professional practice and code of ethics as outlined by the BC Association of Clinical Counsellors (BCACC).

The Mental Health & Addiction Clinician Team Leader is a member of the Mobile Support Team delivering outreach to eight First Nations communities by providing a continuum of services such as: prevention, promotion, and education; assessments and care planning for individuals and families; consultation on cultural and clinical interventions; and crisis response when communities are impacted by critical events. The position is to provide community development support as it relates to Mental Wellness with First Nations communities.

The Program Leader - MHA is responsible for the provision of excellence in the delivery of a patient/client/ resident and family centered approach to care within a designated program/clinical area(s). Administers, oversees and coordinates the delivery of health services for direct patient/client/resident care in accordance with the established mission and goals of Gitanmaax Health. Provides leadership and supervision to MST staff, coordinates resources, determines workforce plans, establishes work assignments, and monitors activities in order to enable the delivery of quality patient/client/resident care, effective utilization of resources, and overall effectiveness for the designated program/clinical area(s). Makes selection decisions in hiring new staff, conducts performance reviews, and determines training, orientation and development needs. Facilitates solutions to work problems and issues. Provides direct patient care as required.

TYPICAL DUTIES & RESPONSIBILITIES:

1. Administers, oversees, and coordinates the delivery of care/services for the designated program/ clinical/resident area(s) by planning, developing and implementing programs and services for patients/clients/residents. Provides leadership through the organization, coordination and evaluation of patient/client/resident mix and patient/client/resident needs within the designated program/clinical area(s). Evaluates care to ensure program/service needs are met.

2. Ensures appropriate levels of staffing are maintained by communicating with schedulers. Establishes work assignments. Monitors, delegates and adjusts work activities to enable the delivery of quality patient/client/resident care/services and effective utilization of resources to meet operational needs. Resolves work problems and establishes priorities.
3. In collaboration with the Health Director, coordinates requests for vacation, education and leaves of absence; ensures vacancies are filled, communicates scheduling changes, ensures resources are available. Reviews staffing levels to determine operational requirements, seniority, etc. Grants or denies leave requests in accordance with operational needs. Reviews timekeeping records for accuracy. Establishes and maintains a system for analyzing and reporting trends and their impact on resources and service delivery (includes Worksafe BC, sick time, overtime, casual utilization, turnover, staff mix, vacation utilization, relief, vacancies, etc).
4. Identifies, in collaboration with designated stakeholders, the educational needs of the staff in the provision of direct patient/client/resident care and ensures the appropriate mechanisms are in place. Updates own knowledge by reviewing relevant literature, consults with other clinical staff, evaluates clinical practice and participates in professional development.
5. Assumes overall responsibility for the supervision of staff. Conducts individual performance planning and feedback sessions. Monitors and evaluates staff performance and provides constructive feedback through formal and informal opportunities. Provides ongoing coaching and mentoring to facilitate performance improvement and the achievement of individual objectives. Works with the Manager to manage individual performance involving corrective action or discipline. Ensures the overall effectiveness for the designated program/clinical area(s).
6. Provides leadership for clinical practice by identifying best practices within the designated program/clinical area(s). Ensures the structure, system processes, culture and patient/client/resident and family centered care model are in place to facilitate ongoing recognition of the needs for a best practice model by developing, implementing, interpreting and maintaining policies and procedures and standards of care. Reviews and revises policies, procedures and standards related to the care provided to ensure they are current and evidence-based. Communicates and distributes information to staff.
7. In collaboration with the Health Director, plans, develops, implements and monitors the goals and objectives for the program/services in accordance with the mission and purpose of the designated program/clinical area(s). Liaises with representatives from shared services to develop and/or revise methods, processes and procedures to support and/or improve the delivery of patient/client/resident care, the quality of life of the patients/clients/residents, and the quality of work life of the staff and staff development initiatives.
8. Participates in the recruitment and selection of staff by conducting interviews, assessing clinical skills and making hiring decisions. Ensures the orientation of new staff to their role by familiarizing the staff with the existing policies, procedures and standards. Utilizes educational resources such as self-assessment and teaching modules in order to ensure staff are able to demonstrate the integration of the knowledge, skill and ability in order to meet the needs of the assigned patient/client/resident population.
9. Oversees the collection of statistical, budget and performance data and ensures reporting requirement/submissions are met.
10. Promotes continuous quality improvement activities by utilizing evidence-based patient/client best practices.
11. Develops the team by guiding staff in the testing of new ideas and approaches to care.
12. Ensures a safe and healthy workplace for patients/clients/residents and staff through the maintenance of effective orientation and training procedures, promotion and monitoring of safe

work practices and enforcement of health and safety requirements. Ensures all unsafe situations are reported; investigates and initiates corrective action.

13. Ensures incident reports are accurately completed and reported to the Health Director.
14. Liaises with colleges and other educational organizations to arrange student practicums. Coordinates or delegates the facilitation of the placements of students in the designated program/clinical area(s).
15. Represents designated program/clinical area(s) on committees as required.
16. Provides direct patient/client care as required in accordance with the professional licensing body Standards of Practice.
17. Performs other related duties as assigned.

Skills and knowledge

Assessment and Treatment: Demonstrated ability to complete initial and ongoing client assessments (clinical and diagnostic reasoning) through appropriate/prescribed technical, therapeutic, safety type interventions.

Teaching: Ability to teach clients and others both one-on-one and in groups.

Knowledge Integration: Integrates best practice and current research evidence to support professional practice decisions and actions.

Communication: Demonstrated ability to communicate effectively with clients, families, the public, medical staff and members of the interdisciplinary team using verbal, written, computer communication means. Ability to effectively apply conflict resolution skills.

Critical Thinking: Demonstrated ability to integrate and evaluate pertinent data (from multiple sources) to problem-solve and make decisions effectively. Applies the problem-solving process demonstrating critical thinking and decision-making skills using a systems approach.

Human Caring and Relationship Centered Practice: Ability to promote client-focused care demonstrates care for and with clients and significant others, sensitivity to diverse cultures and preferences, client advocacy and social justice concerns.

Management: Demonstrated ability to organize work, set objectives and establish priorities. Manages time and resources, implements activities to promote cooperation among the interdisciplinary team and collaborates across disciplines.

Leadership: Promotes staff morale, engagement and empowerment. Demonstrates creative planning for change and innovation, implementation of Gitanmaax Health policies or other protocols, and ongoing professional development of self and others.

Teamwork: Demonstrated ability to foster teamwork and a commitment to excellence in the provision of client care.

Equipment: Demonstrated computer skills including the use of Electronic Medical Records. Demonstrated data analysis skills including appropriate data analysis and reporting tools. Demonstrated ability in the use of e-mail and word processing. Ability to operate other related equipment as required

in the specific practice area. Physical ability to perform the duties of the position.

Qualifications:

- Bachelor's Degree in Social Work or Clinical Counseling from an accredited University.
- Eligible for registration with the relevant professional association.
- Four years' recent related Mental Health & Addiction experience in clinical areas, services, and programs, or an equivalent combination of training and experience.
- Two years in a supervisory role in an interprofessional team.
- Current valid B.C. driver's license.
- Travel is a requirement of this position; and flexibility in relation to work schedules and locations may be required.
- Experience working with BC First Nations organizations and communities.
- Knowledge of the health and wellness governance landscape in First Nations' health in BC, particularly relative to mental wellness.
- Knowledge of theories, practices and principles relative to mental wellness, suicide prevention, and mental health emergency response, particularly relative to First Nations in BC, including the current programs and services available.
- Knowledge of Aboriginal/First Nations mental wellness health system needs, including mental health and wellness issues that face BC First Nations.
- Knowledge of, and ability to apply, an understanding of First Nations cultural principles and protocols and ability to manage conflict in a respectful and culturally relevant and safe manner.
- Clear Current Criminal Records Check with vulnerable sector screening.

Salary: Hourly \$41.37 - \$51.72 Our ideal candidate is interested in living and working on the Gitksan laxyip (territory).

Closing Date: Open until filled **Start Date:** ASAP

Please submit a covering letter, resume with current valid credentials, current Criminal Records Check and three references to:

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