



GITANMAAX HEALTH AND WELLNESS CENTRE

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

JOB POSTING

Gitanmaax Health and Wellness Centre is inviting applications for a highly motivated Mental Health and Addictions Clinician 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 Mental Health & Addiction Clinician provides comprehensive assessment, care planning and treatment coordination for designated clients and their families.

Working collaboratively with other health care providers and the multidisciplinary team, the Mental Health & Addiction Clinician provides direct psychosocial care, counselling and group work, system navigation and advocacy, education and linkage to relevant specialized complex care resources while facilitating client self-management. The Mental Health & Addiction Clinician is responsible for providing and developing services to maintain or improve the health and social well-being and functioning of the identified population.

The Mental Health & Addiction Clinician is a member of the Mobile Support Team delivering outreach to 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 Mental Health & Addiction Clinician is either a Social Worker who is registered with and practices 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).

TYPICAL DUTIES & RESPONSIBILITIES:

1. Provides direct Mental Health & Addiction services and care coordination to individuals, families and groups using a bio/psycho/social/spiritual approach by:
 - a) carrying out formal and informal assessment of client needs in collaboration with physicians, care providers and/or members of the multidisciplinary team, in accordance with applicable guidelines and policies, and utilizing established assessment tools;
 - b) leading and/or participating in the preparation and implementation of care/treatment plans utilizing appropriate internal and external supports;

- c) functioning as a primary case manager for identified client populations; providing short term counseling and crisis intervention; and facilitating caregiver and other support or psychoeducation groups;
 - d) evaluating client's response to interventions, reassessing the effectiveness of interventions, and modifying care/treatment plans when appropriate;
 - e) facilitating access to a variety of community support services, making referrals as appropriate and providing input and feedback as required; and
 - f) coordinating designated agency investigations and responding to community and internal referrals around abuse/neglect: providing assessment, direct counseling; developing support and assistance plans for vulnerable adults and their support persons; and maintaining confidential records of reports and investigations of abuse/neglect;
 - g) determining if an adult is (in) capable of giving consent to health care: obtains substitute consent from a temporary substitute decision maker (TSDM); determines whether a TSDM is acting in accordance with their duties; develops plans for minor health care and provides triage, preliminary examinations, treatment for health care in accordance with the *Health Care (Consent) and Care Facilities (Admissions) Act*;
 - h) developing support and assistance plans for abused and neglected adults and for obtaining authority to enter premises to determine if health care should be provided in accordance with Part 3 of the *Adult Guardianship Act*.
 - i) providing consultative and direct services to clients, families, team members and other health care professionals regarding issues such as advance care directives, adult guardianship legislation, immigration, or matters concerning government agencies (Public trustee) and authorities (courts, police).
 - j) facilitating the development of mental health crisis emergency response protocols, the provision of services in crisis situations and all associated preparatory requirements (e.g. rosters, etc.)
 - k) facilitating client use of cultural resources (e.g. incorporate guidance from spiritual leaders, use of ceremony) in care/treatment plans to promote holistic wellness via communicating value of First Nations cultural connection and practice in resilience and exploring options for cultural and spiritual intervention delivered by a community expert (Elder or Knowledge Carrier).
2. Provides a clinical perspective to team practices; participates in planning and program development activities; and provides operational, policy and ethical practice recommendations through reporting, consultation and collection of information on specific client groups and/or clinical areas by:
- a) liaising with, providing community education and/or consultation to other agencies providing services to clients, in particular – non-profit service providers, volunteer and faith-based services, other government agencies and Northern Health service divisions;
 - b) maintaining knowledge of available services and networks; identifying service gaps and recommending solutions;
 - c) engaging with appropriate community resources such as volunteers, groups, alternate care services, and other service agencies in order to develop a supportive and therapeutic program for clients; and initiating interagency cooperation around care planning for specific clients;
 - d) providing information and consultation to other health providers regarding client assessment and management of psychosocial problems and associated behavior through case studies, in-service, one to one professional consultation;

- e) developing evaluation criteria and targeted outcome measures in the areas of client interventions and program review.
- 3. Maintains client records by methods such as documenting client assessments, treatment formulations, care/treatment plans, preparing progress notes/interventions and reports in accordance with established standards, policies and procedures to meet regulatory requirement and documenting for future reference.
- 4. Maintains professional knowledge base and skills, and provides best practice evidence and research-based care by reviewing literature and by participating in relevant educational activities as required.
- 5. Maintains a variety of records such as workload statistics by methods such as recording information into approved formats, collating data, analyzing trends, accounting for variances, preparing reports as required and recommending an action plan.
- 6. Acts as a resource person to the multidisciplinary/program teams and other health professionals in the hospital, community, and health service area within Northern Health; provides orientation and in-service information sessions as required; and participates in student programs by providing education to meet the learning needs of others.
- 7. Participates on committees as directed to promote formulation, implementation and evaluation of Continuous Quality Improvement initiatives and align with accreditation standards. Contributes to the development and revision of standards of care, policies, and procedures; participates in the resolution of issues; and advocates for improvements in clinical practice and health care that promote optimal support for patients.
- 8. Participates in a variety of meetings, committees and conferences, as required.
- 9. 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 that 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: Demonstrates creative planning for change and innovation, implementation of Gitanmaax Health policies or other protocols, and ongoing professional development of self.

Teamwork: Demonstrated ability to foster teamwork, networking with other service providers 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
- Two years' recent related Mental Health & Addiction experience in clinical areas, services, and programs, or an equivalent combination of training and experience.
- 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 \$33.65 - \$41.56 Our ideal candidate is interested in a long-term associate relationship with our clinical practice.

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:

Email: info@gitanmaax.com and juliasundell@gitanmaaxhealth.ca

Dianne Shanoss

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