



## JOB DESCRIPTION/POSTING



First Nations Health Authority  
Health through wellness

<p><b>Position Title:</b> Mobile Support Team Lead</p> <p><b>Department:</b> Mental Health &amp; Addictions</p> <p><b>Location:</b> Gitanmaax, Anspayaxw, Sik-e-Dakh, Hagwilget, Witset, Gitsegukla, Gitwangak, and Gitanyow</p> <p><b>Supervisor:</b> Robert Ryan, Acting Health Director</p> <p><b>Authority:</b> Professional Autonomy; Supervisory Authority</p> <p><b>Effective Date:</b> February 27, 2025</p>	<p><b>JEA Range:</b></p> <p><b>Level:</b> As Stated</p> <p><b>FTE:</b> 1.0</p> <p><b>Rate Range:</b> \$55.38 – 69.19</p> <p><b>Payroll Code:</b></p> <p><b>Revision Date:</b> February 27, 2025</p>
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**Approved By:**

\_\_\_\_\_  
Department Head

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Human Resources Advisor

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Date

### SUMMARY / SCOPE

In accordance with established vision and values of Gitanmaax Health and Wellness, and in partnership with the First Nation Health and Wellness Program, and in partnership with the First Nations Health Authority, Northern Health, and local First Nations communities; the primary responsibility of this position is to provide oversight, supervision, mentorship, and administrative support to a team of mental health and addictions practitioners offering a continuum of services to outpatients (preschool, school age children, adolescents, and adults) within the Mental Health and Addictions Program. Additionally, this position also provides comprehensive assessment, care planning and treatment coordination, for designated clients and their families, through an interdisciplinary team approach on both an individual and group basis. This professional should be well versed in psychological assessments, and diagnoses and treatment frameworks as well as competent in providing clinical supervision, mentorship and coaching.

The Mobile Support Team Leader practices under the direction of the Community Health Directors to provide guidance and supervision to the assigned Mobile Support Team.

The Mobile Support Team Leader functions as a member of the Mobile Support Team and applies best practice to provide competent, safe, and ethical care for people and their families in settings such as health centres, nursing stations, homes, schools, and communities. The Mobile Support Team Leader takes a collaborative and team-based approach in program delivery and problem solving to achieve healthcare excellence. Such an approach involves nurturing a team environment of continuous learning, effective communication, trust, team building and staff acknowledgement.



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

Specific duties and responsibilities of this position include: clinical assessment of the comprehensive mental health needs of persons and their families who are dealing with complex issues such as anxiety, behavioral and learning issues, trauma, witnessing violence, sexual abuse, maltreatment, separation and divorce, parenting, and addictions; provide advanced clinical interventions to persons through a broad range of therapeutic frameworks including individual therapy, family therapy, play therapy, group therapy and trauma debriefing; research, analyze, design and develop and implement therapy frameworks to address the specific identified mental health needs of population; provide education sessions and consultation; provide consultation on cultural and clinical interventions; and crisis response when communities are impacted by critical events.

The Team Lead provides direct supervision of provisionally registered social workers, or practicum students. This position maintains accountability to the BC College of Social Workers (BCCSW). Other related duties as required.

The Primary Care Team Leader supervises at least one other Discipline Allied to Social Work and:

- a) Total staff of 3 up to and including 5 Nursing Team members

Staff to be supervised is limited to the scope of MST clinical team members specializing in Health and Addictions, and Social Work. The Primary Care Team Leader collaborates with Community Health Directors, Physicians, Nurse Practitioners, community agencies, and other local First Nations community health teams.

The Primary Care Team Leader will support people and their families to achieve and maintain optimal health by performing the duties and responsibilities listed below.

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### COMPETENCIES

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- Management
  - Critical Thinking
  - Teamwork
  - Collaboration
  - Knowledge Integration
  - Teaching/Coaching
  - Computer Skills
  - Human Caring and Relationship Centered Practice
  - Communication
  - Leadership
  - Culture
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### DUTIES AND RESPONSIBILITIES

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1. Actively promotes the Gitanmaax Health and Wellness Centre's Mission, Vision and Values and Mental Health and Wellness philosophy, health promoting framework for service delivery, and operates in the best interests of First Nations individuals, families and communities.
2. Promotes active care coordination and efficient resource utilization by monitoring care planning, goal setting and evaluation and documentation.
3. Promotes and coordinates teamwork, facilitates team decision making and problem-solving processes.
4. Coordinates and leads the day-to-day operation of the assigned Mobile Support Team within the language of the collective agreements and NH Policies and Procedures.
5. Supervises all members of assigned Interprofessional Team(s) and works collaboratively with other Team Leaders to coordinate effective Primary Care for the community.
6. Prepares monthly work schedules, approves leaves and overtime, arranges for relief staff as required, and verifies payroll information.
7. Plans, prioritizes and problem solves issues related to workload distribution. Provides clinical process guidance, including the support of evidence-based decision making, to assigned Mobile Support Team staff.
8. Contributes to the development of administrative policies and ensures that [Insert Community Host Name] administrative and clinical policies and guidelines are followed.
9. Selects and hires new staff, taking into consideration the needs of the collaborative team environment and the input of the team.
10. Identifies learning and development needs of staff and works with regional resources to implement plans.
11. Assists with both orientation and education of new staff and students.
12. Evaluates employee performance including preparation and administration of performance appraisals. Disciplines staff up to the point of termination in consultation with the Health Directors and Gitanmaax Health and Wellness Centre's Human Resources.
13. Promotes and monitors the quality and safety of the practice environment, strategizes for improvements, and reports concerns to the Manager.



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14. Participates in the investigation and follow up of incident /injury reports and client/staff suggestions and complaints related to the Mobile Support Team in collaboration with the community Health Directors and the MST Project Advisory Committee.
  15. Assists the Manager in the management of financial, technical and human resources through participation in program planning processes and budget monitoring. Assists the Health Director in budget implementation and in taking corrective action to maintain a balanced budget.
  16. In collaboration with Clinical Educators, ensures care practice is evidence based and supports research conducted in the department.
  17. Maintains in depth knowledge regarding resources and service providers in the community; fosters good relationships with these groups and makes appropriate relationships.
  18. Collects and compiles statistical data as required.
  19. Identifies gaps in service, contributes to program development initiatives and provides feedback to the Manager.
  20. Participates in researching, planning, implementing and evaluating change processes in the Primary Care team.
  21. Performs other related duties as assigned.
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### REQUIRED QUALIFICATIONS

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- Master's Degree in Social Work or Clinical Counselling from an accredited university.
- Current registration with the British Columbia College of Social Workers (BCCSW); or the British Columbia Association of Clinical Counsellors (BCACC); or the Canadian Counselling and Psychotherapy Association (CCPA).
- Two (2) years' recent related Mental Health & Addictions experience in clinical areas, services, and programs, or an equivalent combination of education, training and experience.
- A minimum of two (2) experience in leadership and/or supervisory roles
- 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.
- Travel is a requirement of this position; and flexibility in relation to work schedules and locations may be required.
- Satisfactory completion of a criminal record check – vulnerable sector.
- Valid BC Driver's License and access to personal vehicle for business related purposes.
- Satisfactory driver's abstract.

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### WORK CONDITIONS

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- Ability to lift up to 10 lbs. boxes, file-boxes, and equipment.
- Intermittent physical activity including bending, stooping, stretching, squatting, pushing, pulling, walking, standing, sitting, and lifting to facilitate sessions or teach groups.
- Interacts with clients, family members, visitors, government agencies/personnel under all circumstances.
- Manual dexterity required to use desktop computer and peripherals.
- Visual concentration to interpret observations and integrate into evaluation.
- Auditory concentration is constantly required in sessions with clients to listen attentively, to be alert and to obtain and interpret information correctly.
- A higher-than-normal level of attentiveness is required when assessing high risk clients.
- riving/Travel is a requirement, must be willing to drive/travel out of town to provide multi-site services, this may include travelling in winter road conditions for distances up to and greater than 100 kilometers
- May be exposed to unpleasant dealings in emotionally charged situations.
- Overtime as required.



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### APPLICATION INSTRUCTIONS

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- **Closing:** March 31, 2025 at 4:30 pm.
- **Remuneration:** Rate offered to the successful incumbent is pending certification(s), skills, experiences, knowledge. The successful candidate will be eligible for comprehensive group health and pension benefits. \*Preference may be given to qualified First Nation's applicants. Kindly forward your cover letter and resume to:

Robert Ryan,  
Acting Health Director  
21 Kispiox Valley Road  
Gitanmaax, BC V0J 1Y2

Email: [healthdirector@gitanmaaxhealth.ca](mailto:healthdirector@gitanmaaxhealth.ca)

Fax: 250-842-6399

- **We thank all individuals for applying, but only those applicants whose applications clearly demonstrate meeting all the requested minimum qualifications will receive a reply.**