

Eskasoni Clinician (Adult/Child & Youth/Indian Residential School/) Position Description and Requirements

Division/Department	Eskasoni Mental Health Services		
Location	Eskasoni		
Job Title	Clinician	Position Number:	021-23
Reports to	Daphne Hutt-MacLeod and Team Lead (Heather Rudderham -ACCESS Open Minds and Adult Teams; IRS-Michael R. Denny)	Title	Director, Eskasoni Mental Health Services Eskasoni Crisis and Referral Center & Tui'kn Team Coordinator

Name of Incumbent: **TBD**

Level/Grade	Type of position: <input checked="" type="checkbox"/> Full-time (NSHA Funding) <input type="checkbox"/> Part-time <input type="checkbox"/> Contractor <input type="checkbox"/> Intern	Hours 37.5 / week <input type="checkbox"/> Exempt <input checked="" type="checkbox"/> Nonexempt
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POSITION OVERVIEW:

Reporting to the Director of Eskasoni Mental Health Services, the Clinician provides mental health screening, assessment, crisis intervention, counseling, therapeutic intervention, consultation, knowledge transfer and treatment services to all age categories, within Eskasoni First Nation . The Clinician operates as a member of the ACCESS-Eskasoni, Eskasoni Mental Health Clinical Therapy and Support Teams. The Clinician must have a demonstrated ability to work with a high degree of autonomy and practice within the standards of the Nova Scotia Board of Examiner's in Psychology/Nova Scotia Social Work Association or relevant governing and licensing Board.

POSITION SCOPE / IMPACT OF ERROR:

Accountable to the Director of Eskasoni Mental Health Services, the incumbent of this position participates as an integral member of the Tui'kn Residential School Survivor/ACCESS Open Minds and Eskasoni Mental Health Team and performs duties in accordance with the implementation of the Eskasoni Band/Health Centre/Mental Health strategic, organizational, operational, human resource and client-centered service provision standards.

Impact of recommendations, decisions and actions made by the incumbent:



Significant



Moderate



Low

SPECIFIC ACCOUNTABILITIES:

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KNOWLEDGE, EXPERIENCE, SKILLS, QUALIFICATIONS, ASSETS AND ABILITIES:

- ✓ A minimum of a Master's degree in Psychology and/or Social Work and/or Counseling, and be Registered, or eligible to be registered, with the Nova Scotia Board of Examiners in Psychology/ Nova Scotia Social Work Association or other relevant governing and licensing Board);
- ✓ At least two years relevant experience in the delivery of a full range of mental health services;
- ✓ At least two years' experience in the provision of individual, family and group therapy programs to clients in an outpatient mental health setting;
- ✓ Experience providing consultation and collaborating with multidisciplinary teams;
- ✓ Demonstrated experience and competence in the use of the DSM, mental health screening and assessment, suicide risk assessment and intervention, evidence-based individual and group treatment; brief and short-term solution focused therapy as well as crisis intervention;
- ✓ Knowledge, and experience of First Nations political, governance, and community structures and have an understanding of issues affecting First Nations peoples;
- ✓ Strong interpersonal skills and the ability to work effectively with a wide range of individuals in the organization, communities and federal and provincial representatives;
- ✓ Experience in all aspects of psychological assessment, with a focus on children, adolescents and young adults, as well as a systems approach to work with children and families
- ✓ Strong verbal and written communication skills with an ability to communicate complex information in a manner suitable to the situation or person being addressed;
- ✓ Excellent organizational and navigational skills;
- ✓ Experience with Crisis Response, screening, assessments, clinical interventions and community programming;
- ✓ Ability to work independently and expeditiously under tight timeframes and competing priorities;
- ✓ Respect confidential nature of the business and management of a Mental Health Team;
- ✓ Completion and clearance under Police Record Check and Sexual Abuse Registry.
- ✓ Proficient Computer Skills and an awareness of Office Suite & familiar with Electronic Medical Record/Database systems;
- ✓ Valid Driver's License, Active Insurance and Access to Reliable Transportation
- ✓ Demonstrated experience and confidence in clinical skills;
- ✓ Has experience with team participation;
- ✓ Reports to staff, family, and community services, as needed and appropriate;
- ✓ Open to a flexible work schedule;
- ✓ Innovative and willing to learn;
- ✓ Specialized expertise in providing individual and group evidence-based treatment in the areas of mental health, addiction and concurrent disorders;
- ✓ Non-Violent Crisis Intervention training (or successful completion within first 6 months of hiring)

ROLES & RESPONSIBILITIES:

- ✓ The clinician will function as a primary therapist within a multidisciplinary team, and will also provide consultation on complex cases and training in evidence-based therapeutic approaches;
- ✓ Provides direct clinical mental health services, including screening, assessment, crisis intervention and treatment to clients within the IRS, ACCESS and Eskasoni Mental Health Services departments;
- ✓ The position involves coordinating and supervising the planning, delivery and evaluation of evidence-based counselling and treatment services to clients and their families with mental health, addictions and/or

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- concurrent disorders.
- ✓ Provides clinical consultation to Clinical Support, Case Management, Crisis, Residential School Survivor and Youth Resource and ACCESS staff;
- ✓ Functions as part of a multi-disciplinary team
- ✓ Provides evidence-based educational and therapeutic groups as well as individual and family therapy;
- ✓ Participates in clinical discussions and case conference with Clinical Support, Case Management, Crisis, Residential School Survivor and Youth Resource Centre staff;
- ✓ Assists Eskasoni Mental Health Services' staff in accessing appropriate programs and services within Eskasoni and with external partner organizations and departments;
- ✓ Provides training and education to internal and external service providers;
- ✓ Assists in program planning, quality improvement and program evaluation, as required;
- ✓ Maintains appropriate documentation in accordance with the policies of the Eskasoni Mental Health Services, Eskasoni Community Health Center and ACCESS-Canada;
- ✓ Participates in relevant administrative and professional development activities of Eskasoni Mental Health Services and of the ACCESS Canada initiative;
- ✓ Participates in local cultural activities, as appropriate, to facilitate client engagement and improve cultural awareness;
- ✓ Attend Meetings as requested by Director;
- ✓ Ability to supervise postgraduate student internships (clinical training and supervision activities);
- ✓ Where appropriate, perform other related duties as requested by the Director and/or ACCESS-Canada

For Indian Residential School Clinicians Only (Additional Responsibilities):

- ✓ For IRS Clinician's, prior experience with the Residential School Survivor programs, the multi-dimensional/Multi-generational impacts of the Residential Schools on survivors, descendants and communities, will be considered an asset.
- ✓ IRS Clinicians will assist the IRS team with implementing programs and services to meet the needs of survivors, their descendants and the 5 Unama'ki communities as a whole;
- ✓ IRS Clinicians will be responsible to provide services in the 5 Cape Breton First Nation communities

DISCLAIMER

Position Descriptions are not all-inclusive. This position description describes the general nature and level of work being performed by employees assigned to this position. Employees may perform other related duties and tasks as required to meet the needs of the operation.

REVIEWED BY Title

APPROVED BY Title

DATE POSTED

DATE HIRED

<i>Signature of Employee</i>	<i>Date</i>
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Job Description updated on: January 14, 2019	<i>Date:</i>
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