

Job Posting

Internal

External/Internal

Job Title:

Clinical Lead (Temporary)

Posting No:

JH 461

Job Location: Campbell River

Note: This position is a temporary vacancy covering a maternity leave and is expected to end June, 2025 . This position includes a comprehensive 100% employer-paid benefit package and enrollment in our defined benefit pension, the Municipal Pension Plan.

Duties and Qualifications: See job description at the end of this document.

Salary Rate: \$41.78 (Step 1) - \$51.14 (Step 4), Paraprofessional Grid 16, Step 1*

Schedule: 8:30 am to 4:30 pm on Monday & Friday and 10:00 am to 6:00 pm Tuesday to Thursday.

Hours per week: 35

Closing date: April 15, 2024, at 4:30 pm. If the position is not filled by this date, it will remain open until filled.

Apply to (cover letter, resume, and 3 references):

Human Resources

Email:

Employment@jhsni.bc.ca

Fax:

250-286-3650

Mail:

140 10th Avenue, Campbell River BC V9W 4E3

This position is open to applicants of all genders.

This position requires proof of COVID-19 vaccination.

This position requires union membership and the completion of two criminal record checks.

The John Howard Society of North Island is an employment equity employer.

*All JIEP/Paraprofessional positions are subject to wage grid levels. Positions begin at Step 1 and are increased to Steps 2 through 4 based on number of hours worked.

Job Description

<i>Job Title:</i>	Clinical Lead
<i>Work site:</i>	Campbell River
<i>Program:</i>	Campbell River Community Programs
<i>Benchmark:</i>	Integrated: Program Coordinator 2 and Clinical Counsellor
<i>Grid level:</i>	16, Paraprofessional Wage Grid
<i>Reports to:</i>	Program Manager
<i>Prepared date:</i>	October 26, 2023
<i>Approved by:</i>	Executive Director
<i>Approved date:</i>	December 5, 2023
<i>Reviewed:</i>	
<i>Revised & Approved by E.D.:</i>	

Summary

Provides clinical counselling and ongoing supervision of staff after assessing client's social, psychological, emotional, and/or behavioural issues and by developing therapeutic programs and interventions.

Key Duties and Responsibilities

To perform the job successfully the Clinical Lead must be able to perform consistently each essential duty satisfactorily. Other related duties may be assigned.

- Identifies, assesses, and monitors client's needs in conjunction with caregivers and/or other service providers.
- Interviews clients to gather case history information. Assesses profound social, psychological, emotional and/or behavioural issues affecting clients. Identifies core areas of concern to be addressed by clinical counselling.
- Develops and implements therapeutic plans and programs necessary to meet client goals and objectives. Provides individual and group counselling interventions using therapeutic techniques depending on client need.
- Provides supervision and consultation to those working with client cases, ie: other organizational staff, social workers, probation offers, and other professionals.

- Monitors and evaluates clients functioning and interaction with family and friends in the community. Advises other professionals involved with client's case where further evaluation or more intensive treatment is required.
- Maintains knowledge of community resources and provides appropriate referrals to clients to meet their needs.
- Formulates and facilitates support groups in program areas for clients and/or their families as required.
- Provides required reports on clients' behavior and progress. Maintains clinical records indicating the nature and duration of treatment.
- Directs staff in training sessions and public education forums, seminars, and conferences relevant to specific program areas. Engages in prevention activities by networking, consultation, and public relations as required.
- Performs other related duties as required.

Qualifications

The requirements listed below detail the knowledge, skills, and/or ability required to perform the essential duties of the job.

Education and Experience:

- Master's degree in Counselling Psychology or a related counselling field.
- Ability to register as a Clinical Counsellor.
- Two (2) years recent related experience, including one year supervisory experience.

Counselling Skills

- Knowledge and awareness of a wide range of individual and family counselling techniques.
- Develop, implement, and evaluate therapeutic service plans appropriate to the clients' assessed needs.
- Utilize appropriate theoretical frameworks in behaviour change strategies.
- Maintain confidentiality, appropriate professional boundaries, and ethics in counselling practice with clients.

Case Management Skills

- Follow the principles of Integrated Case Management and apply these principles in practice when working with allied professionals involved with clients.
- Work collaboratively with the program counsellors to implement client service plans.
- Attend client Integrated Case Management meetings as needed.
- Provide and maintain all required reports and clinical records on clients' behaviour and progress in the program.

- Be aware of, refer to, and utilize community resources for youth.
- Consult with and support program staff team members in planning, monthly reporting, and general practice.
- Work cooperatively with other community service providers.
- Maintain case records as required by The John Howard Society of North Island.

Other Skills and Abilities

Clinical Counsellor must:

- Demonstrate a level of cultural sensitivity and understanding of the client population's cultural and socio-economic characteristics.
- Have the ability to form a mutually respectful partnership with persons served and their families in which they are helped to gain skills and confidence to address any issues and problems they face.
- Have the ability to accept the differences they will find among their clients.
- Accept clients' rights to self-determination and individuality, and must not discriminate on the basis of race, ethnicity, language, religion, marital status, gender, sexual orientation, age, abilities, socio-economic status, political affiliations, or national ancestry.
- Have a positive conviction about the capacity of people to grow and change.
- Have the ability to work respectfully in partnership with other team members, including referring authorities.
- Have the ability to set limits and maintain the helping role of the practitioner and to intervene appropriately to meet the needs of the persons served or other family members.
- Recognize the value of a nurturing family as the ideal environment for a person.
- Candidate must have the ability to recognize persons with special needs and make appropriate referrals.
- Have the ability and willingness to understand young offender issues and to be trained in working with offenders.
- Have the ability to work constructively within a program that promotes youth empowerment.
- Demonstrated knowledge, experience, and sensitivity in working with Indigenous and multicultural issues preferred.
- Have basic computer and Internet skills.

Other Job Requirements

- Two completed, acceptable criminal record checks, one from the Criminal Records Review and one from the Canadian Criminal Records Search.

- The Clinical Counsellor will follow the Code of Ethics and the Mission Statement of The John Howard Society of North Island. They will also abide by the relevant rules and regulations as set out by the Ministry of Children and Family Development.

Diversity

The John Howard Society of North Island welcomes applications from all qualified applicants including but not limited by those of any gender, race, orientation, or disability. Multilingual skills and multicultural competence are assets.