



POSITION DESCRIPTION

POSITION TITLE: Community Mental Health Worker **DEPARTMENT:** Mental Health & Addictions

CLASSIFICATION: Community Mental Health Worker IV **APPROVED BY:** Regional Lead -
Community &
Continuing Care

UNION: MGEU - Professional Technical Paramedical **DATE APPROVED:** 2024

REPORTING RELATIONSHIPS

POSITION REPORTS TO: Manager, Health Services – Mental Health & Addictions

POSITIONS SUPERVISED: Proctors – as applicable by role

POSITION PURPOSE

The Community Mental Health Worker (CMHW) is a clinician who provides psychosocial assessment, consultation and evidence-informed counselling intervention and psychosocial rehabilitation to individuals referred to the mental health program for mental health related problems. Through the application of therapeutic skills that promote and build on individual's strengths, the CMHW assists the individual/family to maximize independence, self-responsibility and promotes personal wellness, community integration and social justice. Depending on individual needs and particularly when working with individuals with enduring mental illness, the CMHW applies case management functions that focus on functional assessment and skill development, relapse prevention, and rehabilitation.

Services are based on the principles of recovery, empowerment, self-determination and responsibility and are part of a continuum of mental health services. Clinicians operate within a collaborative care structure and provide time-limited, goal-oriented, change-focused interventions and/or consultations that are based on informed consent, voluntary participation and within individual capacity. The CMHW requires a diverse and comprehensive knowledge base about trauma informed psychiatric care as well as other adopted mental health therapies and the ability possess and integrate into practice crisis management and suicide intervention skills. The CMHW exercises the appropriate level of initiative and independent judgment in determining work priorities, work methods to be employed and action to be taken on unusual matters. The Community Mental Health Worker works to the full scope of practice and engages in ongoing education and maintains competency congruent with Southern Health-Santé Sud policies, professional standards of practice, the appropriate college and code of ethics and the Regulated Health Professions Act. The position functions in a manner that is consistent with the mission, vision and values; and the policies of Southern Health-Santé Sud.

CMHW IV ESSENTIAL FUNCTIONS AND BASIC DUTIES

Duties and functions include but are not limited to the following:

- Provides a welcoming environment and facilitates the development of respectful and therapeutic relationships with individuals, their families, referral sources and the community.
- Works within a multidisciplinary team and collaborates with other agencies and service providers in keeping with the requirements of the Personal Health Information Act, the Mental Health Act, the Child Welfare Act, Protecting Children (information sharing) Act and other Acts and legislation as related to their program service area (e.g. Protecting Persons in Care Act).
- Gathers information from individuals involved in service and other involved parties and completes initial and on-going psychosocial assessments, crisis assessments, cooccurring disorder screening, suicide assessments, mental status examinations, as well as other age-related assessments as required.
- Presents psychosocial assessment findings and treatment recommendations to the clinical review team as required.
- Implements psychotherapeutic interventions and treatment plans based on evidence-informed practices and recommendations emerging from the clinical review team, and is within program resources and capacity.
- Assists the individual to attain and maintain optimal mental and physical health.
- Ensures that the individual or community receives appropriate and effective service, including crisis planning and intervention for safety and protection.
- Collaborates with family members, other agencies, organizations and individuals from hospital and community to facilitate a well-coordinated, recovery-oriented service system for individuals with chosen follow up systems.
- Understands group dynamics and effectively uses facilitation skills to support group/class development and delivery.
- Provides follow-up services and monitoring of mental health status as required.
- Provides education and information to individuals and their families related to mental health conditions, diagnosed psychiatric disorders and relevant treatment options.
- Assists individuals and their families to connect with or refer to relevant resources as required.
- Documents assessments, interventions and results/recommendations in an approved format in accordance with professional and regional standards.
- Coordinates admissions, discharge planning, closures or transfers with other mental health services within Southern Health-Santé Sud, other regions, community agencies and/or informal supports
- Supervises/orientates in collaboration with the Proctor Supervisor and Managers, Mental Health Proctors, Activity Instructors, and Community Support Workers as applicable.
- Respects and values cultural healing practices in collaboration with individuals, family and cultural practitioners.
- Understanding and appreciation of the impact of our history related to colonization and outcomes from the Truth and Reconciliation Commission including its Calls to Action.
- Develops and documents advance directives/crisis care plans with individuals.
- Adheres to all mental health program policies, procedures and guidelines and ensures that program goals and standards of care are met.
- Provides assessment information, diagnostic impressions and treatment recommendations to other health service providers following PHIA and FIPPA requirements.
- Provides collaborative case management as mandated for individuals with orders with the Criminal Review Board, with delegated authority under the Public Trustee, or through a Service Purchase Agreement.
- Participates in mentoring and orientation of new staff and the preceptorship of students.

- Provides orientation, supervision and evaluation of new staff, students and physicians/ medical residents as appropriate.
- Participates in ongoing professional development.
- Contributes to program development participates in designated committees, projects and working groups.
- Participates in policy and procedure review, program evaluation and service outcome measurements.
- Advocates for service improvement including mobilizing existing services and/or creating new services.
- Maintains documentation, in electronic or paper-based files, regarding services as required by regional policies and professional standards.
- Completes and submits required statistical information on a monthly basis.
- Demonstrates honesty, integrity and professional ethics. Uses appropriate tools and resources to resolve professional and ethical issues.
- Contributes to making the organization safe for individuals and staff, and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.
- Pursuant to the Regional Health Authority Act, Southern Health-Santé Sud is designated bilingual (English/French). Accordingly, all employees accept responsibility to support individuals in their official language of choice.
- Performs other duties as assigned.

RESPONSIBILITIES AND ACCOUNTABILITIES ARE ASSIGNED IN BROAD ORGANIZATIONAL OBJECTIVES. THE POSITION IS SUBJECT TO REVIEW OF GENERAL EFFECTIVENESS AND ATTAINMENT OF OBJECTIVES THROUGH PERFORMANCE MEASUREMENTS.

PERFORMANCE MEASUREMENTS

1. Successful completion of probation
2. Bi-annual performance appraisals
3. Performance will be measured against the above-identified essential functions and basic duties
4. Performance that contributes to a respectful workplace, Southern Health - Santé Sud mission, vision, core values, policies and procedures

QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Graduate of an accredited post-secondary education in Health-Related Social Sciences (e.g. BSW, BScMH, OT, MACP, BScPN, BN, RPN). Other relevant educational qualifications and experience may be considered
- Active license and registration to practice as required by professional association and provincial legislation
- Certificate in Applied Suicide Intervention Skills (ASIST)

REQUIRED KNOWLEDGE:

- Knowledge and understanding of all aspects of a mental health service
- Advanced mental health psychosocial assessment skills and knowledge of appropriate evidence informed therapeutic counseling models, approaches and interventions
- Advanced knowledge of human developmental theory and mental health concerns typically identified for various populations across the age spectrum including signs and symptoms of mental illness

- Knowledge of recovery principles in the treatment of mental illness
- Knowledge and understanding of co-occurring mental health and substance use disorders
- Knowledge of commonly prescribed psychotropic medications for mental disorders across the age spectrum
- Knowledge of mental health self-help and individual/family engagement in services
- Knowledge of relevant legislation and standards in Manitoba i.e. Personal Health Information Act and others as specified by Southern Health-Santé Sud and program area
- Proficiency with MS Office suite of programs and other technological applications (i.e. telehealth)

EXPERIENCE REQUIRED:

- Minimum of two (2) years supervised mental health counselling experience
- Experience in providing mental health services for adults or children and adolescents or adults with serious mental illnesses, or senior's mental health
- Experience in completing psychosocial assessments and mental status examinations

SKILLS/COMPETENCIES/CONDITIONS OF EMPLOYMENT:

- Demonstrated excellence in communication, interpersonal and organizational skills
- Demonstrated ability to prepare written communication
- Demonstrated ability to complete psychosocial assessment, including mental status examination, preparing diagnostic impressions, and identifying crisis intervention plans
- Demonstrated ability to work in a culturally informed manner within a range of cultures
- Demonstrated ability to work collaboratively within a multi-disciplinary team and across service sectors
- Given the cultural diversity of our region, the ability to respect and promote a culturally diverse population is required
- Proficiency of both official languages is essential for target and designated bilingual positions
- Demonstrated ability to respect confidentiality including paper, electronic formats and other mediums
- Demonstrated ability to meet the physical and mental demands of the job
- Good work and attendance record
- Completes and maintains a satisfactory Criminal Record Check, Vulnerable Sector Search, Adult Abuse Registry Check and Child Abuse Registry Check, as appropriate
- All Health Care workers are required to be immunized as a condition of employment in accordance with Southern Health-Santé Sud policy.
- Requires a valid Class 5 driver's license, an all-purpose insured vehicle and liability insurance of at least \$1,000,000.00

PROGRAM SPECIFIC REQUIREMENTS

COMMUNITY MENTAL HEALTH WORKER – Access

The CMHW as part of the ACCESS portfolio provides a welcoming point of contact for clients and referral sources seeking Mental Health Program services in the Southern Health-Santé Sud region. The role includes developing effective alliances with callers, collecting information about the request for service, assessment of the service request for appropriateness to the Mental Health Program, evaluation of individual risk as well as urgent intervention where indicated. The incumbent provides information on community resources, follow-up and risk assessment to individuals awaiting service, provides information on alternate community resources to referral sources and/or individuals not appropriate to the service and transfer of the request to the appropriate Mental Health program

SPECIFIC DUTIES AND RESPONSIBILITIES

- Provides a welcoming entry point to individuals who are requesting mental health services. Including responding to inquiries and providing information regarding the Mental Health Program and services available
- Conducts assessment of the individual's current mental status and level of functioning for purposes of preliminary information gathering and service prioritization
- Determines the mental health program most appropriate for service provision and facilitates the transfer of the referral to the program indicated.
- Provides interim support, follow-up and reassessment of individuals when waitlist status delays prompt commencement of service with the Mental Health Program
- Where Mental Health Program services are deemed not appropriate, helps to identify alternate community services and resources for individuals, families and referral sources. Provides information, support and (where indicated) limited follow-up to the individual seeking community resources
- Maintains positive working relationships with fellow agencies and community programs in order to maintain current information on services, and to facilitate seamless referral processes.
- Assists the individual and family in liaising with identified crisis supports
- As per general CMHW duties

ADDITIONAL QUALIFICATIONS

EDUCATION/CERTIFICATION:

- As per general CMHW requirements

EXPERIENCE REQUIRED:

- As per general CMHW requirements

COMMUNITY MENTAL HEALTH WORKER – *Adult*

The CMHW as part of the Adult program portfolio will work in an integrated team approach, within a framework of mental health clinical practice, including consultation, assessment, and therapeutic interventions/treatment. The CMHW – Adult requires a diverse and comprehensive knowledge base about trauma informed psychiatric care as well as other adopted mental health therapies and the ability possess and integrate into practice crisis management and suicide intervention skills. The CMHW- Adult, will work collaboratively with primary health care providers, specialists, families, and services/agencies involved with the adult as required in supporting individuals in their personal recovery where they live, learn, work and socialize.

SPECIFIC DUTIES AND RESPONSIBILITIES

- Engages with individuals and families to build trusting therapeutic relationships as well as developing case formulation, intervention plans, therapy and services.
- Assesses strengths, skills, capacities, resource needs, and readiness in relationship to the individual's primary goals and recovery plan
- Conducts risk evaluations for self-harm, violence and deterioration of mental status and intervenes as required.
- Provides mental health treatment as indicated using recognized evidence-based counselling models and methodologies with individuals and families
- As per general CMHW duties

ADDITIONAL QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Masters degree an asset - qualified as a Psychiatric Nurse, Occupational Therapist (MOT), Clinical Social Worker (MSW), Family Therapist (MFT), Masters of Counselling Psychology (MACP), or equivalent.

EXPERIENCE REQUIRED:

- Minimum two (2) years' experience providing evidence-based therapy to adults. 3-5 years preferred.
- Training and demonstrated skill in the following areas: clinical assessment and case formulation, psychotropic medications, psychopathology, individual/group/family/systems intervention
- Experience and training in trauma informed care, Brief Treatment models, CBT, DBT, etc.

COMMUNITY MENTAL HEALTH WORKER – *Child and Adolescent*

The CMHW as part of the Child and Adolescent program portfolio will work in an integrated team approach, within a framework of mental health clinical practice, including consultation, assessment, therapeutic interventions, and evidence-based treatment. The CMHW – Child and Adolescent, requires a diverse and comprehensive knowledge base about trauma informed psychiatric care as well as other adopted mental health therapies and the ability possess and integrate into practice crisis management and suicide intervention skills. The CMHW – Child & Adolescent will work collaboratively with primary health care providers, specialists, families, and services/agencies involved with the child/adolescent.

SPECIFIC DUTIES AND RESPONSIBILITIES

- Engages with individuals and families to build trusting therapeutic relationships as well as developing case formulation, intervention plans, therapy and services.
- Assesses strengths, skills, capacities, resource needs, and readiness in relationship to the individual's primary goals and recovery plan
- Conducts risk evaluations for self-harm, violence and deterioration of mental status and intervenes as required.
- Provides mental health treatment as indicated using recognized evidence-based counselling models and methodologies with individuals and families
- As per general CMHW duties

ADDITIONAL QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Masters degree an asset - qualified as a Psychiatric Nurse, Occupational Therapist (MOT), Clinical Social Worker (MSW), Family Therapist (MFT), Masters of Counselling Psychology (MACP), or equivalent.

EXPERIENCE REQUIRED:

- Minimum two (2) years' experience providing evidence-based therapy to adults. 3-5 years preferred.
- Training and demonstrated skill in the following areas: clinical assessment and case formulation, psychotropic medications, psychopathology, individual/group/family/systems intervention
- Experience and training in trauma informed care, Brief Treatment models, CBT, DBT, etc.
- Knowledge of child and adolescent development, and mental health issues in childhood and adolescence including suicide risk assessment and risk management.

COMMUNITY MENTAL HEALTH WORKER – *ICM/Transition*

The CMHW as part of the Intensive Case Management (ICM) Mental Health program offers recovery orientated, community-based rehabilitation, and supports to individuals living with a psychotic disorder accompanied by or experiencing a severe and persistent functional impairment that limits major life activities in one or more areas including daily living, employment, education, and/or leisure. The CMHW – ICM clinician will provide Intensive case management services to individuals through community-based, person-centered and strengths-based supports, that promote recovery, stabilization and independent living. Supports include crisis intervention, functional assessment, identification of service plan goals and objectives, ongoing service planning/intervention, skill development, relapse prevention, linkage to services, evaluation of measurable outcomes related to individual progress, case coordination and consultation with other service providers, and transfer of service, where appropriate. The CMHW as part of the Transition program will provide short term support to individuals and families who require support navigating and accessing alternate services, where the individual is not connected to other resources and appears to require assistance in identifying/connecting to other resources. Services enable individuals to regain hope, self-determination and empowerment, identify and strengthen skills and abilities, achievement of personal goals, increase personal supports and community integration, and become active partners in their recovery journey to improve the quality of all aspects of life including social, occupational, educational, residential, intellectual, spiritual and financial

SPECIFIC DUTIES AND RESPONSIBILITIES

- Engages with individuals and families to build trusting therapeutic relationships as well as developing case formulation, intervention plans, supportive and evidence-based counselling, skill teaching, resource counselling, linkage to services.
- Assesses strengths, skills, capacities, resource needs, and readiness in relation to the individual's primary goals and recovery plan with a goal of successfully maintaining in the community
- Conducts risk evaluations for self-harm, violence, and deterioration of mental status and intervenes as required.
- Arrange for the provision of proctor services as appropriate and provide supervision to assigned proctors
- As per general CMHW duties.

ADDITIONAL QUALIFICATIONS

EDUCATION/CERTIFICATION:

- As per general CMHW requirements

EXPERIENCE REQUIRED:

- ICM - Demonstrated experience and/or significant knowledge of working with individuals with severe and persistent mental illness

COMMUNITY MENTAL HEALTH WORKER – *Seniors*

The CMHW as part of the Seniors Consultative Team (SCT) provides non-emergent, community-based assessment and recommendations, consultation, and time-limited mental health interventions to older individuals who may be experiencing the first onset of mental health symptoms and/or recent mental illness diagnosis related to age-related concerns. Concerns may include cognitive/memory impairment, mental health/functional decline as it relates to issues in the home and community. Services may occur within the home, health care facility or regional office. The CMHW –SCT will work collaboratively and in an integrated approach with families/caregivers/proxy, primary health care providers, consulting psychiatrist and psychologists, specialists, and services/agencies involved to develop a set of recommendations to assist the individual.

SPECIFIC DUTIES AND RESPONSIBILITIES

- Works within a multi-disciplinary team inclusive of a Geriatric Nurse Specialist, Outreach Consultants, consulting Geriatric Psychiatrists and Psychologists.
- Provide services as it relates to health screening, cognitive and functional examination, medication review, assistance with behavioural management strategies, and treatment planning which enable future planning, community integration, healthy aging, and independence
- Makes recommendations and facilitate referrals for the treatment of those persons within the community, or in cases where community resources are insufficient, outside the community to ensure future planning, community integration, healthy aging, and independence whenever possible
- Involves, where possible, related professionals, para-professionals, family and others in the assessment and recommendations to care planning
- Acts as an advocate on behalf of the individual and his/her family where appropriate to improve their interaction with family systems, involved professionals, institutions, and community-based programs and other related systems.
- Provides formal and informal consultation to health care facilities, community professionals and organizations, or other related systems which provide service to elderly individuals and their families.
- Identifies and/or assists in the identification of mental health needs of the elderly in the community.

ADDITIONAL QUALIFICATIONS

EDUCATION/CERTIFICATION:

- As per general CMHW requirements

EXPERIENCE REQUIRED:

- Requires a diverse and comprehensive knowledge base related to aging ie. dementia, delirium, and depression, mobility, function (ADLs and IADLs), cognition, medication and assessments/scales ie. MoCSA,

CLOX.

- As per general CMHW qualifications

COMMUNITY MENTAL HEALTH WORKER– *Prevention and Promotion*

The CMHW as part of the Prevention and Promotion portfolio will work closely within a collaborative model with the Public Health, Healthy Living program to develop, implement and support a Provincial Suicide Prevention Action Plan within the Southern Health-Santé Sud region. They will also assist with the organization and provision of community engagement activities, presentations, liaising with stakeholders and committee support.

SPECIFIC DUTIES AND RESPONSIBILITIES

- Using and implementing the Roots of Hope framework, the CMHW as part of the Regional Suicide Prevention Network, Shared Health and the SDO, will collaboratively lead and implement a strategy within the SDO.
- Will enhance coordination and accountability for all regional Suicide Prevention activity, reassess funding and reporting structures of regional Suicide Prevention networks and facilitate regional Suicide Prevention Network coordination and information sharing.
- Will support leadership to develop suicide intervention and postvention strategies.
- Will organize, implement and facilitate any requests for information and promotional presentations of mental health & addiction information and education.
- Will support stakeholder engagement, committee participation, networking, and constituent/staff feedback support.
- As per general CMHW duties

ADDITIONAL QUALIFICATIONS

EDUCATION/CERTIFICATION:

- As per general CMHW requirements

EXPERIENCE REQUIRED:

- As per general CMHW requirements

COMMUNITY MENTAL HEALTH WORKER – *Family Therapy*

The CMHW as part of the Family Therapy Program will provide short term, structured family sessions in which problem solving between the individual and their family system is facilitated by the Family Therapist. Through discussion of family goals and building on past successes, the Family Therapist can help a family system develop strategies which are uniquely suited to them and are effective for the family system as a whole to help improve communication and resolve conflicts.

SPECIFIC DUTIES AND RESPONSIBILITIES

- Uses a systemic approach to considering factors in which the behaviour and well-being of the individual are being affected by the family system
- Provides relational therapy for families, parents/caregivers who are experiencing issues such as conflict, trauma, parenting difficulties, social/mental health problems and/or substance use problems.
- Works collaboratively with the clinician who is responsible for providing individual treatment therapy to the client.
- Develops family specific treatment plans; inclusive of development of skills for coping and goal setting
- As per general CMHW duties.

ADDITIONAL QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Masters degree an asset - Occupational Therapist (MOT), Clinical Social Worker (MSW), Family Therapist (MFT), MACP, or equivalent.

EXPERIENCE REQUIRED:

- Minimum of two (2) years providing short-term family therapy.

COMMUNITY MENTAL HEALTH WORKER – *Walk In*

As a member of the larger Mental Health & Addictions team, the Community Mental Health Worker – Walk-In counsellor position will provide same day, one-time counselling to those individuals 16 years+. Sessions will be delivered through a broader context and understanding of the social determinants of health which can also include support and navigation to other services within and outside of the organization.

SPECIFIC DUTIES AND RESPONSIBILITIES

- Provides one-time clinical counselling / psychotherapy to individuals during walk-in hours
- Provides culturally-appropriate and language-specific direct service including individual assessment, treatment, and referrals
- Supports navigation and referrals to help individuals access relevant community services.
- As per general CMHW duties.

ADDITIONAL QUALIFICATIONS

EDUCATION/CERTIFICATION:

- As per general CMHW requirements

EXPERIENCE REQUIRED:

- Experience in short-term, single session, strength-based, narrative counselling approaches
- Demonstrated experience in individual therapy, including brief models, with diverse client populations.

COMMUNITY MENTAL HEALTH WORKER – *Child and Adolescent Brief Intervention (CABI)*

As a member of a multi-disciplinary team, the CABI clinician will provide solution focused therapy and short-term support to children and youth who have been identified in crisis and/or needing acute intervention. The clinician will endeavor to support stabilization of those accessing the service through the provision of expert mental health and addictions clinical counselling interventions. Services are provided within a framework of advanced clinical practice, including consultation, assessment and brief, solution focused therapeutic interventions. The CABI clinician will work collaboratively with the Provincial Child & Youth crisis services system and schools within the region, functioning as a liaison between provincial and regional supports available to the individuals accessing services.

SPECIFIC DUTIES AND RESPONSIBILITIES

- Brief Intervention services to the individuals and support to their family.
- Provide information, consultation and service coordination to individuals, referral sources, caregivers and colleagues in order to connect clients to appropriate internal and external services
- Working from a trauma-informed and concurrent disorder approach, have the ability to assess, develop, and implement measurable interventions, using best practices and evidence-based approaches, to assist in individual stabilization and closure.
- Provide needed support including development of a crisis plan and intervention as appropriate.
- As per general CMHW duties

ADDITIONAL QUALIFICATIONS

EDUCATION/CERTIFICATION:

- As per general CMHW requirements

EXPERIENCE REQUIRED:

- Advanced knowledge of mental health and addictions services, including consultation, education, therapy, and advocacy to children, youth, and their families with a brief intervention mode
- Minimum two (2) years of work experience in a clinical setting with children, youth and their families
- Additional training and experience in Brief Intervention, Solution Focused Therapy and/or Behavioural Interventions are considered an asset
- An advanced understanding of family dynamics, child development, common psychological difficulties of

children and adolescents, and the reporting process for child protection issues.

- Ability to be flexible with work hours to support individuals and systems.
- As per general CMHW duties

COMMUNITY MENTAL HEALTH WORKER – *Mental Health & Addictions Clinician*

As a member of a multi-disciplinary team, the Mental Health & Addictions Clinician works collaboratively with other staff and supports to provide advanced clinical therapy and intervention within the context of a framework of co-occurring disorders. Using a trauma-informed lens, the Mental Health & Addictions clinician will support clients using a holistic, person-centered approach to simultaneously address both their mental health and substance use concerns where navigation of both treatment and recovery services are inter-connected and seamless.

SPECIFIC DUTIES AND RESPONSIBILITIES

- Strong ability to provide integrated clinical evidence based therapeutic interventions that addresses the whole person and their co-occurring issues
- Coordinate therapy and treatment interventions between programs and other service organizations.
- Work collaboratively within both the Mental Health & Addictions services; inclusive of RAAM, MWMS and community-based services.
- Support client-based wellness and recovery.
- Facilitate provision of education and training for staff, including acting as a resource for evidence-informed practice in co-occurring disorders.
- Participate in policy and program development in the integration of Mental health & Addictions services.
- As per general CMHW duties

ADDITIONAL QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Masters degree an asset - qualified as a Psychiatric Nurse, Occupational Therapist (MOT), Clinical Social Worker (MSW), Family Therapist (MFT), Masters of Counselling Psychology (MACP), or equivalent.
- Completion of CODEC Level 1&2 training
- Preference of completion of the Applied Counselling Certificate in Addictions

EXPERIENCE REQUIRED:

- Minimum two (2) years' experience providing evidence-based mental health and addictions intervention/therapy to adults. 3-5 years preferred.
- Advanced knowledge and application of mental health and addictions related concerns within a co-occurring framework

WORK CONDITIONS:

- No hazardous or significantly unpleasant conditions
- May work occasionally evenings and weekends as necessary
- May be required to travel to other regional facilities as the position duties may require

SALARY SCALE:

As per MGEU Professional Technical Paramedical Collective Agreement

Job descriptions assist organizations in ensuring that the hiring process is fairly administered and that qualified employees are selected. They are also essential to an effective appraisal system and related promotion, transfer, layoff, and termination decisions. Well-constructed job descriptions are an integral part of any effective compensation system.

All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral tasks, only incidentally related to each position, have been excluded. Requirements, skills and abilities included have been determined to be the minimal standards required to

successfully perform the position. In no instance, however, should the duties, responsibilities, and requirements delineated be interpreted as all inclusive. Additional functions and requirements may be assigned by supervisors as deemed appropriate.