

JOB POSTING

POSITION:	CHILD AND FAMILY CLINICIAN—FAMILY VIOLENCE SERVICES (MOTHERS IN MIND)
REPORTING TO:	PROGRAM MANAGER, FAMILY VIOLENCE SERVICES
JOB TYPE:	FULL-TIME, 9-MONTH CONTRACT (35HRS/WK) – CUPE BARGAINING UNIT
POSTED DATE:	NOVEMBER 2, 2020
APPLICATION DEADLINE:	NOVEMBER 9, 2020
EXPECTED START DATE:	ASAP
LOCATION:	TORONTO

ABOUT CHILD DEVELOPMENT INSTITUTE

Child Development Institute (CDI) is a leading children’s mental health agency in the City of Toronto offering a range of services to approximately 3,000 children ages 0-12, youth ages 13-18 and their families each year. Our mission is to promote and support the healthy development of children and to strengthen the families and communities in which they live. We provide four streams of service to families in need: early intervention, family violence, healthy child development and specialized mental health services for children and youth with learning disabilities.

PROGRAM SUMMARY

CDI provides programs to help women and children who have experienced family violence or other trauma. Our Family Violence Services offer group counselling programs, shelter services and abuse and trauma services to support women and children in healing from the effects of violence and abuse.

Programs include:

Mothers in Mind (MIM) is a trauma-informed, mother-child group program for mothers who have had hurtful experiences. MIM helps mothers connect with their infants and toddlers in a playful, supported environment, where strengths are highlighted and built upon. Mothers explore ways to be kind to and take care of themselves, while reflecting on and gaining strategies to respond sensitively to their young child. MIM supports mothers in responding to the needs of their young child. <https://www.childdevelop.ca/mothersinmind/home>

Here to Help is a group intervention program for mothers with children ages 4 to 18 who have experienced family violence. The group runs for 13 weeks and is offered two times per year. The group provides a safe and supportive environment for mothers and children to talk about the violence they have experienced, and helps families process their emotions together. Here to Help helps women and their children to understand that they are not alone.

POSITION SUMMARY

Child Development Institute is seeking a female Child and Family Clinician to work within their Family Violence Services. The primary role of this position is to facilitate all aspects of Mothers in Mind (MIM), a trauma-informed, mother-child therapeutic group program specifically designed to support infants and toddlers whose mothers have been impacted by interpersonal trauma. The Child and Family Clinician will work in all three versions of MIM: 1) community-based MIM at CDI, 2) MIM Co-Location Model at the Children’s Aid Society of Toronto and 3) drop-in version of the program at our local partner shelters.

The position involves providing intake, assessment, counselling (individual/mother-child/group) and follow up services to the mothers and their children. Interventions address the impact of trauma on children, mothers and the mother-child relationship. The successful candidate is a reflective practitioner who is interested and passionate about work with infants, toddlers and their mothers.

As a part of this position, clinicians may also be involved other aspects of Family Violence Services including facilitating the Here to Help program, a group intervention program for mothers and children ages 4 to 18 who have experienced family violence.

The incumbent will be required to work 1-2 evenings per week and to travel to program locations across Toronto. Here to Help involvement requires Thursday evening work.

Priority will be given to those applicants who speak a second language other than French.

DUTIES & RESPONSIBILITIES

1. Collaborates with clients to document a written comprehensive psycho-social assessment, develop a clinical formulation and create a shared multi-faceted treatment plan that includes multidisciplinary input.
2. Gathers and reviews assessments and other information provided by other resources to inform treatment planning.
3. Actively leads and participates in the assessment and treatment planning process with clients monitoring progress toward goals and modifying the treatment plan as indicated. Provides evidence-based and evidence-informed individual, family and group therapy.
4. Develops and implements treatment plans and ensures that service, including intake/assessment, transition and discharge planning is delivered in a coordinated and timely fashion.
5. Collaborates with multidisciplinary team and involves consultation as appropriate to inform assessment, treatment planning, and implementation.
6. Assessment, management and implementation of Safety Plans to address clinical risk when identified
7. Provides case management services including initiating and/or participating in case conferences and treatment reviews
8. Recommends and refers clients to appropriate community mental health treatment and support services.
9. Liaises, consults and co-ordinates with required professional (internal and external) and community services to ensure effective clinical treatment.
10. Ensures internal policies and procedures are in adherence.
11. Provides direct service hours consistent with agency requirements.
12. Represents agency in a positive manner and adheres to a high level of professional conduct in all interactions.
13. May participate in the development of training programs and materials for other professionals and community groups.
14. May provide supervision to practicum students as capacity allows.
15. Assumes other duties as may be assigned from time to time.

MINIMUM QUALIFICATIONS AND SKILLS

- A Master's Degree in Social Work, Psychology or related clinical discipline.
- Registration with a professional college (e.g. OCSWSSW, CRPO); qualified to provide psychotherapy
- A minimum of 3 years clinical therapy (individual, family and group) experience with children, adolescents and families.
- Experience in the field of children's mental health required. Experience in the areas of infant mental health, learning disabilities, family violence and trauma may be required.
- Adherence to excellence in professional and ethical standards required, including ethical principals related to client interaction, documentation and confidentiality.
- Strong clinical skills in assessment, formulation, and treatment with an ability to utilize flexible strategies for engaging and working with families, individuals, groups and larger systems.
- Strong clinical knowledge and experience in relevant theoretical approaches (e.g. trauma-informed treatment, attachment, CBT, TF-CBT, etc.).
- Sensitivity to the uniqueness and demands of a public service agency.
- Maintains the confidentiality, security of client-related, and agency information.
- Demonstrated ability to probe, analyze, synthesize and problem solve issues.
- Proficient with MS Office Suite and navigating database systems.
- Possess strong verbal and written communication skills.

- Be a dedicated and flexible team player, able to interact with team members and colleagues at all levels of the organization.
- Demonstrated ability to work in a respectful manner with groups from diverse backgrounds and experiences.

WORKING CONDITIONS

- Governed by concurrent and dynamic deadlines, despite conflicting priorities and frequent interruptions.
- The noise level in the work environment is usually moderate.
- Fast-paced work environment.
- Frequent handling of queries and calls from clients, colleagues, service providers and managers.
- Required to have a flexible work week in order to meet client needs (i.e. work two evenings a week)

COMPENSATION: \$63, 187 (per annum)

APPLICATION INSTRUCTIONS:

Please submit your chronological resume via e-mail to:

Child Development Institute

Human Resources

E-mail: careers@childdevelop.ca and lsura@childdevelop.ca

Thank you in advance for your interest. However, due to the volume of resumes received, only those candidates selected for interviews will be contacted.

DIVERSITY AND INCLUSION:

Child Development Institute is an Equal Opportunity Employer. We value inclusivity & diversity in the workplace. We actively encourage applications from members of groups with historical and/or current barriers to equity, including, but not limited to,

- *First Nations, Métis and Inuit peoples, and all other Indigenous peoples;*
- *members of groups that commonly experience discrimination due to race, ancestry, colour, religion and/or spiritual beliefs, or place of origin;*
- *persons with visible and/or invisible (physical and/or mental) disabilities; and*
- *persons of marginalized sexual orientations, gender identities, and gender expressions.*

We recognize that many of these identities intersect and that therefore, equity, diversity and inclusion can be complex. We value the contributions that each person brings, and are committed to ensuring full and equal participation for all in our community.

ACCOMMODATION:

Child Development Institute is committed to creating an accessible and inclusive organization. In accordance with the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and the Ontario Human Rights Code (OHRC). Child Development Institute will provide accommodations throughout the recruitment & selection process to applicants with disabilities. During any stage of the recruitment process, please notify Human Resources of the nature of any accommodation(s) you may require. Any information received relating to accommodation measures will be addressed confidentially.

All applicants are advised that offers of employment are contingent upon the successful completion of a Vulnerable Sector Check.