



## JOB POSTING

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| <b>POSITION:</b>             | CLINICAL PSYCHOLOGIST (2)                     |
| <b>REPORTING TO:</b>         | LEAD CLINICAL PSYCHOLOGIST, CLINICAL SERVICES |
| <b>JOB TYPE:</b>             | PERMANENT FULL-TIME, NON-BARGAINING           |
| <b>POSTED DATE:</b>          | MARCH 11, 2022                                |
| <b>APPLICATION DEADLINE:</b> | UNTIL FILLED                                  |
| <b>EXPECTED START DATE:</b>  | ASAP  |
| <b>LOCATION:</b>             | 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 3,500 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.

### POSITION SUMMARY

CDI is looking for a dynamic Clinical Psychologist to join the Clinical Services team who will be responsible to provide psychological assessments, consultation, intervention, and supervision of others, as well as to undertake program evaluation, in an effort to support clinical services in the delivery of high-quality clinical care within a multidisciplinary environment. The Clinical Psychologist will ensure that the delivery of psychological services is consistent with the mission, values, policies, procedures, standards and priorities of the organization, as well as the College of Psychologists of Ontario.

More specifically, the Clinical Psychologist will provide targeted psychological assessments, supports clinical staff with the incorporation of psychological assessment results into treatment plans, delivers intervention to clients with specialized needs, provides case consultation to clinical teams, and supports the professional development of clinical staff through in-service. They will participate in, and are integral to, the supervision of psychology practicum students and residents. They are also be involved in leading or contributing to ongoing quality improvement initiatives and program evaluation.

### DUTIES & RESPONSIBILITIES

#### GENERAL

1. Accepts and works within the framework of the Child Development Institute's stated vision, mission, values and goals
2. Presents on topics of interest to clinical staff for professional development
3. Purchases and manages testing materials (e.g., test kits, protocols) required for psychological assessment
4. Participates in peer consultation with Psychology team

#### CLINICAL

5. Provides psychological services (e.g., assessment, treatment, consultation) based on input from and collaboration with clients, families and multidisciplinary treatment teams.
6. Provides psychological assessments, including administering and interpreting psychometric measures used for children/youth and produces detailed recommendations and comprehensive reports based on psychometric testing results
7. Provides interpretation of psychological or psychometric findings and communicates diagnoses to clients, parents, clinical staff and community professionals as required.

8. Works effectively as an integral part of a multidisciplinary team to provide the psychology lens in case and program consultation.
9. Maintains a current knowledge of relevant clinical practices and models and related theory and research. Interprets research findings related to current best practices as appropriate.
10. Participates in case conferences, team meetings and community of practice meetings to inform, assess and provide consultation for guiding treatment
11. When feasible, provides direct treatment for select clients and/or co-leads therapeutic groups.
12. Provides supervision of Psychology Residents and/or Psychology graduate students as needed
13. Keeps accurate records of activities, including contact with clients, consultation with staff, and supervision of students.

## **RESEARCH AND EVALUATION**

14. Participates in and/or leads program evaluations and continuous quality improvement initiatives.
15. Designs measures, sampling techniques, and instruments to measure results; follows protocols for gathering qualitative and/or quantitative data and analyzing data.
16. Support teams to make effective use of evaluation results and to integrate learnings into planning and decision making
17. Assess data quality and support monitoring to ensure regular, valid, and complete data collection
18. Designs, develops and implements surveys to determine client satisfaction with specific programs
19. Write or contribute to evaluation reports and presentations that communicate learning, outcomes, and their applications
20. Maintains current knowledge of and adopt best practices in evaluation methods and approaches.
21. May assume a lead role in projects and initiatives

## **MINIMUM QUALIFICATIONS AND SKILLS**

- Doctoral Degree in Psychology from an accredited University and registration with the College of Psychologists of Ontario
- Minimum 7 + years of Clinical Psychology experience or ability to register in Supervised Practice with the College of Psychologists of Ontario within 3 months of hire
- Knowledge of and experience with:
  - evidence-based (e.g. EBP)/ evidence-informed practice and
  - measurement based care
- Knowledge of and/or experience with behaviorally based EBPs (e.g., CBT, DBT) and emotion focused treatments (e.g., EFT, EFFT) are an asset
- Experience working with clients who have post-traumatic stress/developmental trauma, disruptive disorders and neurodiversity
- Extensive knowledge and experience providing psychological assessment, intervention, and consultation to children and adolescents ages 0-18, who have diverse backgrounds/social locations, and present with a range of presenting clinical concerns
- Strong knowledge of outcome-based evaluations and collective impact approaches
- Knowledge of and/or experience working with young children (0 – 6 years old) within school based milieu treatment programs and parents of clients aged 0 – 6
- Excellent analytical and flexible problem-solving abilities
- Exceptional communication skills, both written and oral
- High level of computer proficiency
- Excellent leadership, interpersonal and teamwork skills
- Strong organizational, time management, and prioritizing skills with the ability to handle complex and varied workload.
- Able to deal with people sensitively, tactfully, diplomatically, and professionally at all times.
- Demonstrated ability to work in a respectful manner with groups of diverse backgrounds and experiences.
- Commitment to continuous learning and professional development: supervision, program development, leadership, research (scientist-practitioner model).
- Sound knowledge of relevant legislation.
- Strong understanding of ethical principles relevant to clinical psychology and ability to engage in ethical decision making.

- Strong understanding of research practices (e.g., design, data collection methods) allowing for interpretation of research findings related to best practices in delivering psychological (and other clinical) services.
- Strong understanding of psychometrics, allowing for selection/use of appropriate psychological assessment measures.
- 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 office work environment is usually moderate; noise level in school-based milieu treatment programs may be high at times
- Travel to and between CDI locations.
- Fast-paced work environment.
- Frequent handling of queries and calls from clinicians and managers.
- Required to work flexible hours in order to meet deadlines and department needs.

**COMPENSATION:** Salary is under review and is subject to skills, abilities and qualifications.

## **APPLICATION INSTRUCTIONS:**

Please submit your chronological resume via e-mail to:

Child Development Institute  
 Human Resources  
 E-mail: [nklemencic@childdevelop.ca](mailto:nklemencic@childdevelop.ca) and [careers@childdevelop.ca](mailto:careers@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.*

***Note: All CDI employees are required to be fully vaccinated as a condition of hire in accordance with CDI Mandatory Vaccination Policy.***