

JOB POSTING

POSITION:	CHILD AND FAMILY CLINICIAN—FAMILY VIOLENCE SHELTER PROGRAM
REPORTING TO:	PROGRAM MANAGER, FAMILY VIOLENCE SERVICES
JOB TYPE:	FULL-TIME, PERMANENT (35HRS/WK) – CUPE BARGAINING UNIT
POSTED DATE:	JANUARY 03, 2022
APPLICATION DEADLINE:	JANUARY 10, 2022
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.

POSITION SUMMARY

Child Development Institute is seeking a female Child and Family Clinician to work within their **Family Violence Services** department as a clinician for the **Shelter Services Program**. We are looking for a trauma informed, reflective practitioner experienced in violence against women and children’s mental health work. This program offers supportive counselling services to women and children residing in partnering family violence shelters. The work takes place at the various shelter locations and requires regular travel.

Services delivered by the Child and Family Clinician include, caregiver/parent support, and parent-child interventions, brief and longer term therapy, group services, advocacy and service coordination. The incumbent may also be involved in FVS group programming including Mothers in Mind (birth to three) and Here to Help (four to eighteen).

The position requires a solid understanding of the psychosocial, relational and systemic impacts of family violence on women and children. It requires a commitment to supporting safety and well-being for women and children navigating crisis and transition while living in shelter. The incumbent is experienced in evidence-based treatment modalities in working with women and children affected by family violence and integrates regular supervision into their practice.

Duties of this position also include case management, collaboration with agency and community partners in service delivery, and facilitating service linkages. This service requires individuals who are willing to work flexible hours, including evenings, and an ability to travel to citywide family violence shelters.

This position is within the CUPE bargaining unit.

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

DUTIES & RESPONSIBILITIES

- Collaborates with clients to document a written psycho-social assessment, develop a clinical formulation and create a shared multi-faceted treatment plan that includes multidisciplinary input.
- Gathers and reviews assessments and other information provided by other resources to inform treatment planning.
- 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.
- Develops and implements treatment plans and ensures that service, including intake/assessment, transition and discharge planning is delivered in a coordinated and timely fashion.
- Collaborates with multidisciplinary team and involves consultation as appropriate to inform assessment, treatment planning, and implementation.
- Assessment, management and implementation of Safety Plans to address clinical risk when identified
- Provides case management services including initiating and/or participating in case conferences and treatment reviews
- Recommends and refers clients to appropriate community mental health treatment and support services.
- Liaises, consults and co-ordinates with required professional (internal and external) and community services to ensure effective clinical treatment.
- Compliant with agency and accreditation standards, including report writing, treatment planning, participation in ongoing professional development and staff meetings.
- Maintains agency records as required. This may include assessment reports, intervention plans, closing reports, pre/post measures, case notes, statistics and other documentation, as required by agency standards
- Maintains up to date and accurate completion of data input necessary for agency information systems.
- As may be required, administers child and parent measures at prescribed intervals and submits data for analysis to inform treatment planning.
- Ensures internal policies and procedures are in adherence.
- Provides direct service hours consistent with agency requirements.
- Actively participates in and makes use of ongoing clinical supervision.
- Represents agency in a positive manner and adheres to a high level of professional conduct in all interactions.
- May participate in the development of training programs and materials for other professionals and community groups.
- May provide supervision to practicum students as capacity allows.
- 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 three 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 and 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.
- Frequent travel to other CDI sites, community locations and family homes.
- 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

APPLICATION INSTRUCTIONS:

Please submit your chronological resume via e-mail to:

Child Development Institute

Human Resources

E-mail: lsura@childdevelop.ca and 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.