

## **JOB POSTING**

<b>POSITION:</b>	CHILD & FAMILY CLINICIAN
<b>REPORTING TO:</b>	MANAGER, EARLY INTERVENTION SERVICES
<b>JOB TYPE:</b>	FULL-TIME, PERMANENT (35 HRS/WK) – CUPE BARGAINING UNIT
<b>POSTED DATE:</b>	OCTOBER 13, 2020
<b>APPLICATION DEADLINE:</b>	OCTOBER 23, 2020
<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 3,000 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**

The Child Development Institute is seeking a Child and Family Clinician for the Family and Community Counselling program. Within this service, the Child and Family Clinician provides flexible, goal-oriented services to families with children aged 0 - 11, many who have high needs and multiple stressors. The Child and Family Clinician carries out family-based assessments and interventions tailored to the identified needs of each child and family. These services may be provided in the clients’ homes to decrease barriers to access.

Services delivered by the Child and Family Clinician may include family therapy and parent-child interventions, trauma assessment and treatment, single session or brief services, group services, in addition to service coordination. In order to ensure these services are effectively delivered, we are seeking a candidate with strong clinical skills.

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, to meet clients’ needs. Flexibility regarding the location of service delivery is also required (e.g. at the office, in client homes, in the community).

### **DUTIES & RESPONSIBILITIES**

- 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.
- 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 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 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.
- Occasional 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/annum

#### **APPLICATION INSTRUCTIONS:**

Please submit your cover letter and chronological resume via e-mail to:

Child Development Institute

Human Resources

E-mail: [careers@childdevelop.ca](mailto:careers@childdevelop.ca) and [erobson@childdevelop.ca](mailto:erobson@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.*