

CITY OF HAMILTON

HEALTHY & SAFE COMMUNITIES

(HEALTHY FAMILIES DIVISION - CHILD & ADOLESCENT SERVICES – LOCATION - 100 MAIN ST. E., 2nd FLOOR)

CLINICAL THERAPIST M.A – LEAD - CUPE 5167

SUMMARY OF DUTIES

Under supervision of the Clinic Supervisor, Child & Adolescent Services, the Clinical Therapist – Lead manages and maintains a caseload of client files while conducting assessments, consultations and therapy with families, individuals and groups within Clinics and out in the community. Provides peer consultation and facilitates reflective practice via team consultation, Brief Quick Access pre and post shift consultation, and other avenues as deemed appropriate by/in consultation with clinic leadership. . Responsible to support the professional development of staff and students; assists in matters related to the effective delivery of services to clients in the Child and Adolescent Services program. Participates in program planning, development and evaluation processes.

GENERAL DUTIES

Maintain a caseload of client files. Provide clinical assessments of infants, children, youth under 18 years of age and their families required for the provision of therapy and/or for peer consultation purposes.

Conduct brief and time-limited therapeutic treatment using approved intervention techniques/modalities to address a wide range of relationship issues. Assess and treat mental health concerns, whether cognitive, affective or behavioural, within the context of the family and wider socio-cultural systems.

Conceptualize families' concerns and subsequent intervention strategies including the awareness of and, when appropriate, consultation and advocacy with larger systems such as other social service agencies, schools, and social service providers.

Carry a complex clinical case load adhering to established program benchmarks. Maintain case system recording to meet requirements that reflect the level of analysis and intervention and in alignment with documentation policies and regulatory bodies.

Manage the co-ordination of services to the assigned infant, children, adolescents and their families which make up the clinician's caseload.

Provide oversight and direction to students and/or volunteers.

Provide peer consultation and facilitate reflective practice within the agency, especially but not exclusively in the area of standardized assessments, evidence based treatment and approved models of intervention. Provide peer consultation to staff for complex/escalated cases by leading and facilitating team consultation meetings, Brief Quick Access pre and post shift consultation meetings, etc.

Plan, organize and coordinate peer consultation opportunities for staff as directed/in consultation with clinic supervisor. Provide direction and support to clinical staff through mentoring and coaching.

Review/accept referrals and support case assignment processes as necessary.

May be involved in community liaison, lectures, talks and presentations to service clubs, schools, parent groups and community agencies as requested.

Attend and participate in staff and in-service meetings as may be required.

Participate in Clinic sub-committees as appropriate.

Participate in regularly scheduled clinical and administrative supervision sessions with the Clinic Supervisor and annually take part in written evaluation and goal setting with the Clinic Supervisor.

In collaboration with the Clinic Supervisor, help to coordinate and assist with issues/problems/concerns resulting from absence coverage, walk-ins and client families who may present with challenging behaviours applicants that may arise on a day-to-day basis.

Keep abreast of professional developments within own professional field. Participate in policy and procedures development.

Provide and evaluate therapeutic interventions in specific modalities (individual, family, group) as appropriate.

In consultation with clinic leadership and where appropriate, advocate within the community for services to be maintained, supplemented or developed to meet the needs of clients.

Work in accordance with the provisions of applicable Health and Safety legislation and all City of Hamilton corporate and departmental policies and procedures related to occupational Health and Safety.

Perform other duties as assigned which are directly related to the duties of this position.

QUALIFICATIONS

1. Demonstrated knowledge and experience in conducting assessments, brief therapy, consultations and therapy with families, individuals and groups normally acquired through the completion of a Master's Degree in Social Work, Psychology or a related field from a recognized University.
2. Registration or active membership in professional body e.g.; CRPO, OCSWSSW.
3. Progressive previous experience conducting assessments, brief and time-limited therapy, consultations and with families, children and youth.
4. Previous demonstrated ability to mentor and coach.
5. Demonstrated ability in interviewing skills, flexibility in adapting to change, interpersonal relationships and case management.
6. Demonstrated analytical, planning, and organizational skills with ability to be innovative and problem-solve.
7. Highly developed interpersonal skills to deal with difficult and sensitive situations both with staff and clients.
8. Effective communication skills and demonstrated ability to relate to peers, individuals, families and groups.
9. Working knowledge of computer software applications (Microsoft Windows & Outlook).
10. Highly effective facilitation, communication, presentation, interpersonal and organizational skills.

THE INCUMBENT SHALL COMPLY WITH ALL HEALTH AND SAFETY POLICIES AND PRACTICES FOR THIS POSITION AND THE WORKPLACE.
