



**CANADIAN MENTAL HEALTH ASSOCIATION
 SIMCOE COUNTY BRANCH
 INTERNAL/EXTERNAL JOB POSTING**

POSTING # 24-19 IE	POSTING DATE: July 22/2024	CLOSING DATE: July 29/2024
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CLASSIFICATION:
Addiction Therapist (Level 1) Opioid Treatment – Addiction Services – Full-Time, Temporary (11 months) – Orillia, ON
 The Canadian Mental Health Association, Simcoe County Branch seeks an Addiction Therapist (Level 1) who, in accordance with the agency’s policies, standards, and guidelines, is responsible for assessing an individual’s degree of problematic use of mood altering substances and for providing treatment for same. The Therapist’s community addiction therapy and treatment will be coordinated with the RAAM clinics to ensure timely access to the most appropriate treatment, and seamless transition between services. The Therapist will also provide some outreach support in the community.

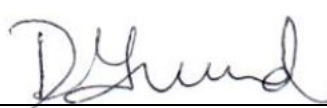
- REQUIRED QUALIFICATIONS:**
- Minimum five (5) years education and experience in the human services field.
 - Must have one of the following:
 - Human Service Worker
 - Social Service Worker
 - Addictions Diploma or,
 - A University degree in a human services related field
 - All applicants must be registered as a member in good standing with one of the following six regulatory bodies: the College of Psychologists of Ontario, the Ontario College of Social Workers and Social Service Workers, the College of Nurses of Ontario, the College of Occupational Therapists of Ontario, the College of Physicians and Surgeons of Ontario, or the College of Registered Psychotherapists of Ontario.
 - Experience in mental health and/or addictions (community-based setting preferred).
 - Must have access to a vehicle, a valid Ontario driver’s license, and adequate automobile insurance.
 - Fluency in French or another second language would be an asset.
 - Legally entitled to work in Canada.

REQUIRED SKILLS AND KNOWLEDGE:
 As per job description.

SALARY SCALE: Therapist, Level 1: \$50,378 - \$56,220 per annum* <i>*prorated based on hours worked</i>	HOURS OF WORK: <ul style="list-style-type: none"> • Thirty-five (35) hours per week. • Able to work within a flexible framework to respond to client needs.
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SUBMIT COVER LETTER AND RESUME TO:
 Human Resources
hr@cmhastarttalking.ca
Please submit in a single document

APPROVED BY:



 Danielle Greenwood, Human Resources Team Lead

 July 22, 2024
 Date

CMHA Simcoe County Branch is an equal opportunity employer committed to fostering a healthy and positive work environment. In accordance with the Accessibility for Ontarians with Disabilities Act, 2005 and the Ontario Human Rights Code, 1990 CMHA Simcoe County Branch will provide accommodations throughout the recruitment and selection process to applicants with disabilities. CMHA Simcoe County Branch supports the recovery of people with mental illness and promotes diversity in the workplace. We welcome all applicants including persons with lived experience, women, Indigenous people, people with disabilities, and members of the 2SLGBTQ+, visible minority and immigrant communities to apply. If selected to participate in the recruitment and selection process, please inform Human Resources of the nature of any accommodation(s) that you may require in respect of any materials or processes used to ensure your equal participation.



JOB TITLE:	Addiction Therapist, Level 1, Opioid & Rapid Access Addiction Medicine (RAAM) – Addiction Services
REPORTS TO:	Manager, Addiction Services & Ontario Structured Psychotherapy Program (OSPP)
JOB SUMMARY:	The Addiction Therapist (Opioid & RAAM), in accordance with the agency’s policies, standards, and guidelines, is responsible for assessing an individual’s degree of problematic use of mood altering substances and for providing treatment for same. The Therapist’s community addiction therapy and treatment will be coordinated with the RAAM clinics to ensure timely access to the most appropriate treatment, and seamless transition between services. The Therapist will also provide some outreach support in the community.
REVISED:	April 2024
REVISED BY:	Manager, Addiction Services & OSPP; Director, Service Operations; HR Generalist; CEO
<i>CMHA reserves the right the change job descriptions as the needs of the agency change.</i>	

CORE COMPETENCIES

- Work together in relationship to learn and grow
- Encourage understanding
- Listen with an open mind
- Laugh and enjoy humour compassionately throughout the day
- Notice the dignity and value of ourselves and others
- Engage others with compassion
- Share our stories and our hearts
- Strive to honour and respect ourselves and others

DUTIES, RESPONSIBILITIES, AND RELATED TASKS:

1. Organizational

- Assist in the planning, implementation, and evaluation of the programs and services.
- Have a strong commitment to quality improvement (QI) and support the continuous improvement of client and family services and supports on team, organizational, and system level.
- Comply with agency policies, standards, guidelines, and procedures.
- Participate effectively in staff and other designated meetings.
- Work in cooperation with management and other staff members in the provision of efficient and coordinated services.

2. Program and Services

- Partner with RVH RAAM Clinics to ensure timely access to most appropriate treatment and seamless transition between services.
- Provide assessment of addiction and determine problem areas for each person referred.
- Negotiate appropriate treatment. Refer to outside treatment agency as necessary.
- Provide individual and group therapy to those suffering the effects of substance misuse.



- Provide aftercare/follow-up to clients referred.
- Work with local community providers to provide outreach support.
- Provide all services mentioned above, in satellite offices as assigned by Supervisor.
- Maintenance of equipment, reception, telephones, etc. are some of requirements of working in satellite offices.
- Liaise with referring agencies.
- Provide educational programs to the community at large.
- When scheduled, provide on-duty brief services to individuals who “walk-in” to office.

3. Monitoring and Evaluation

- Evaluate the achievement of goals from the perspective of both the participant/client and case manager, as well as client satisfaction with service and achievements.
- Maintain participant/client records as per agency standards and Diversity, Equity and Inclusion (DEI) practices.
- Report in writing: all accidents, injuries, and occurrences.
- Collect data, including: participant/client’s demographics, service statistics, and goal achievement, as well as other systems that may be developed.
- Provide reports as required or requested including regular reporting to the LHIN.
- Manage program related funds as per directive.

4. Performance and Goals

- Responsible for achieving or exceeding set performance targets and goals as outlined by the program and organization.

5. Community Relations

- Maintain positive relationships with networks, professional organizations, and other service providers (including, but not limited to: primary care, Early Years Centres, Child Welfare Services, Pharmacists, and Nurse Practitioners).
- Represent the agency mandate, mission, values, and philosophy of the agency in the community, including networks or meeting as requested.
- Collaborate with resources to facilitate access to and coordination of services.
- Assist in the training and mentoring of students, new staff, and/or volunteers.

6. Professional Development

- Set annual performance and professional development goals.
- Participate in regular meetings with supervisor.
- Attend relevant conferences, workshops, and other in-service events as approved.

7. Other

- Provide staff back-up for any agency programs.
- Perform other related duties as assigned by the Program Manager.

KNOWLEDGE, SKILL AND BEHAVIOURAL COMPETENCIES REQUIRED:

- Ensure activities meet with (and integrate with) organizational requirements for quality management, health and safety, values, and mission, together with embracing our harm reduction philosophy.



- Utilize a client-centered approach so as to develop trusting relationships with clients.
- Understand provincial/local legislation as well as government policies, procedures, and practices pertaining to services provided by the agency.
- Be competent in the provision of services offered by CMHA.
- Empathetic to those suffering the effects of mental illness and/or substance misuse.
- Knowledge and practice of harm reduction, client-centered recovery philosophy, and community service delivery.
- Knowledge of community resources connected to the provision of mental health and addiction services.
- Able to influence stakeholders through diplomacy as well as negotiation skills in client/system advocacy.
- Good interpersonal and networking skills.
- Knowledge of assessment, planning, and skill teaching strategies.
- Able to anticipate crises and to apply appropriate non-violent crisis intervention skills to de-escalate the situation.
- Able to multi-task and work with a sense of urgency when required.
- Knowledge of mental illness, addictions, and medications, as well as the ability to assist clients with symptom management.
- Knowledge and skills related to working with prenatal, pregnant, and parenting mothers with an addiction to opiates.
- Excellent verbal and written communication skills.

WORKPLACE REQUIREMENTS:

Hours of Work

- Thirty-five (35) hours per week.
- Able to work within a flexible framework to respond to client needs.

Qualifications

- Minimum five (5) years education and experience in the human services field.
- Must have one of the following:
 - Human Service Worker
 - Social Service Worker
 - Addictions Diploma or,
 - A University degree in a human services related field
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- Experience in mental health and/or addictions (community-based setting preferred).
- Must have access to a vehicle, a valid Ontario driver's license, and adequate automobile insurance.
- Fluency in French or another second language would be an asset.
- Legally entitled to work in Canada.

Health and Safety

- Abide by the policies and procedures outlined by the organization.



MANDATORY TRAINING REQUIREMENTS:

- Workplace Hazardous Materials Information System (WHMIS)
- Worker Health & Safety Awareness
- Staff Orientation
- Automated External Defibrillator (AED) Training (First Aid, CPR)
- Non-Violent Crisis Intervention Training (NVCIT)
- Applied Suicide Intervention Skills Training (ASIST)
- Diversity, Equity, and Inclusion (DEI) training
- Harm Reduction