

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

POSTING # 24-23 IE	POSTING DATE: Aug 12/2024	CLOSING DATE: Aug 19/2024
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CLASSIFICATION:
Therapist – Ontario Structured Psychotherapy (OSP) Program - Full-Time, Permanent - Barrie, ON
 The Canadian Mental Health Association, Simcoe County Branch seeks a Therapist, who, in accordance with the agency’s policies, standards, and guidelines, will plan, conduct and deliver a program of individual and group Cognitive Behavioural Therapy for adults with depressive and anxiety disorders, and participate in a program evaluation in consultation with a CBT Psychologist.

REQUIRED QUALIFICATIONS:

- Registered in the province of Ontario as a member in good standing with the appropriate College and eligible to provide psychotherapy as either a Registered Nurse, Social Worker, Occupational Therapist OR Registered Psychotherapist.
- Minimum 3 years of experience in the delivery of evidence-based CBT is preferred; Documented evidence of CBT training with adequate supervision is preferred.
- Experience in mental health and/or addictions (community-based setting preferred).
- Must have a reliable source of transportation.
- Experience and skills working with Indigenous people is an asset.
- Having majority of OSP training modules completed is considered an asset.
- 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.

<p>SALARY SCALE: Therapist OSPP: \$66,903 - \$72,745 per annum* <i>*prorated based on hours worked</i></p>	<p>HOURS OF WORK:</p> <ul style="list-style-type: none"> • Thirty-five (35) hours per week. • Able to work within a flexible framework to respond to client needs, some evenings required. • Must be willing to travel across the Barrie and Area to respond to program needs.
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SUBMIT COVER LETTER AND RESUME TO:
 Human Resources
hr@cmhastartalking.ca
Please submit in a single document

APPROVED BY:


 August 9, 2024

 Dr. Jennifer Fillingham
 Interim Chief Executive Officer

 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:	Therapist – Ontario Structured Psychotherapy Program (OSPP)
REPORTS TO:	Manager, Addiction Services and OSPP
JOB SUMMARY:	The Therapist, in accordance with the agency’s policies, standards, and guidelines, will plan, conduct and deliver a program of individual and group Cognitive Behavioural Therapy for adults with depressive and anxiety disorders, and participate in a program evaluation in consultation with a CBT Psychologist.
REVISED:	April 2024
REVISED BY:	Manager, Addiction Services & OSPP; Director, Service Operations; HR Generalist; CEO

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 levels.
- 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

- Conduct assessments (PHQ-9, GAD-7) to inform individualized treatment plans
- Provide individual and group Cognitive Behavioural Therapy (CBT) utilizing evidence-based approaches with a focus on depression and anxiety disorders.
- Participate in clinical consultation meetings with a consulting Psychologist
- Maintain accurate and timely documentation and reports
- Collaborate with team members in provision of care
- Contribute to program development and program evaluation
- Responsible for transporting clients in the community and, on occasion, outside of the geographical area.



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.
- 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.
- Manage program related funds as per directives.

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 related service providers.
- Maintain participant/client records as per agency standards and Diversity, Equity and Inclusion (DEI) practices.
- 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.
- Excellent verbal and written communication skills.
- Demonstrated experience and knowledge of etiology and treatment of depressive and anxiety disorders as well as CBT and its application in mood and anxiety disorders
- Demonstrated experience and knowledge of the science and practices of psychotherapy including a full range of psychotherapeutic and assessment techniques
- Demonstrated experience and knowledge of diagnostic categories and criteria as listed in the Diagnostic and Statistical Manual of Mental Disorders (DSM-V)



- Results oriented work ethic to work independently and undertake tasks needed to accomplish work objectives and deliver quality, consistent and timely results
- Strong assessment skills to deliver and interpret symptom and outcome measures
- Demonstrated analytical, interpersonal, time management and organizational skills
- Proven written and verbal communication skills
- Proven ability to adapt readily to change
- Models and promotes core ethical practice, organization's values, and reflects an optimistic and positive attitude
- Sound risk assessment skills

WORKPLACE REQUIREMENTS:

Hours of Work

- Thirty-five (35) hours per week.
- Able to work within a flexible framework to respond to client needs, some evenings required.
- Must be willing to travel across the Barrie and Area to respond to program needs.

Qualifications

- Registered in the province of Ontario as a member in good standing with the appropriate College and eligible to provide psychotherapy as either a Registered Nurse, Social Worker, Occupational Therapist OR Registered Psychotherapist
- Minimum 3 years of experience in the delivery of evidence-based CBT is preferred; Documented evidence of CBT training with adequate supervision is preferred.
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- 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 (NVCI)
- Applied Suicide Intervention Skills Training (ASIST)
- Diversity, Equity, and Inclusion (DEI) training
- Harm Reduction