



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

POSTING # 24-01 IE	POSTING DATE: Oct 2/2024	CLOSING DATE: Oct 9/2024
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CLASSIFICATION:
REPOST 2 - Addiction Therapist, Level 1 (Youth & Adult Addiction) – Addiction Services – Full-Time, Permanent – Midland, ON
 The Canadian Mental Health Association, Simcoe County Branch seeks an Addiction Therapist (Youth & Adult Addiction), 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/or gambling and for providing individual and group therapy. They will also provide resource and referral information to that person regarding treatment (based on individualized needs).

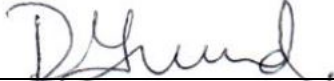
- REQUIRED QUALIFICATIONS:**
- Minimum five (5) years combined education and experience in the human services field.
 - Must be/have one of the following:
 - Human Service Worker
 - Social Service Worker
 - Addictions Diploma or,
 - A University degree in a human service-related field
 - All applicants **must** be registered in good standing with one of the following six colleges: 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.
 - Addiction certification preferred.
 - Experience in mental health and/or addictions (community-based setting preferred).
 - Experience with youth considered a definite asset.
 - 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>*pro-rated 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@cmhastartalking.ca
Please submit in a single document

APPROVED BY:



 Daniëlle Greenwood
 Manager, Human Resources

_____ October 2, 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, Youth and Adult) – Addiction Services
REPORTS TO:	Manager, Addiction Services and Ontario Structured Psychotherapy Program (OSPP)
JOB SUMMARY:	The Addiction Therapist (Youth & Adult Addiction), 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/or gambling and for providing individual and group therapy. They will also provide resource and referral information to that person regarding treatment (based on individualized needs).
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
- Embrace a philosophy of Harm Reduction

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 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

- Provide comprehensive assessment for both adults and youth referred with substance use issues.
- Develop with each participant/client a comprehensive individualized service plan, which incorporates their goals and values, and identifies all skills, resources, and service requirements.
- Provide individual and group therapy to individuals concerned about their substance use.
- Provide information and strategies for health promotion and prevention.
- Provide client-centered advocacy and assist clients in identifying and advocating for their civil/legal rights.
- Work collaboratively and in partnership with ethno-racial communities and organizations to facilitate the development of appropriate services for the members of these communities.
- Assist participants/clients to identify, build, and maintain a natural support system.
- Facilitate connections to needed and wanted services, supports, and resources, including those in the broader community.
- Negotiate appropriate treatment. Refer to outside treatment agency when necessary.
- Provide support to significant others.
- Provide aftercare/follow-up to clients referred.
- Provide outreach in the school system and educational programs to the community.
- Provide outreach at the North Simcoe Youth Wellness Hub.
- 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 therapist, 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.
- 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.
- Represent the agency mandate, mission, values, and philosophy of the agency in the community, including networks or meetings as requested.
- 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 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 use.
- 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.
- Demonstrated 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 and medications, as well as the ability to assist clients with symptom management.
- Knowledge of addictions, best practices, and ability to actively engage in the agency's Exchange program.
- Willingness to use harm reduction approaches on a daily basis in client care.
- 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 combined education and experience in the human services field.
- Must be/have one of the following:
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 - Addictions Diploma or,
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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