Bilingual Mental Health Therapist

Reference No.:	1D40C
Language:	Advanced English, Advanced French
Location:	Etobicoke, ON
Public Transit:	Yes
Salary:	$65K - $78K
Benefits:	Included
Workplace Type:	In Office
Account Manager:	Marijke Kanters
Email:	mkanters@nevian.com
Job Type:	Permanent / Full-time

Description

This is a new opening with our client, a multi-service centre providing primary health care in Rexdale, ON. Our client is looking for a Bilingual Mental Health Therapist who will work largely with Black youth/clients and their families, as appropriate, who are dealing with mental illness and/or co-morbid addiction and, as necessary, provide consultation and referrals to other providers serving this population. The successful incumbent will deliver care within our client's model that recognizes the lived experience of Black youth who have faced anti-black racism and oppression as it relates to the many aspects of their lives.

This is a full time and permanent role. This position requires a 4-day work from Rexdale office and 1 day work from home (virtual).

Salary: $65,327.00 - $78,708.00
Full benefits after 3 months, 4 weeks vacation

Responsibilities

- Devise and deliver goal-focused, trauma-informed assessments and treatment in partnership with youth, and at times their families, and other supports working toward improving functioning in the community and overall well being.
- Engage with clients in order to develop a trusting, supportive and sustained long-term relationship.
- Utilize a strengths-based approach, provide support, encouragement, information and feedback that enable youth and family members to realize their goals.
- Develop and deliver programs and organize groups for identified priority populations.
- Ensure appropriate treatment is delivered by maintaining client records and assessment notes, and correspondence within the safeguard of confidentiality.
- Use an anti-oppressive and Afrocentric practice.
- In collaboration with the Case Manager, develop working relationships and rapport with community service providers in providing culturally adaptive language & services which take into account the experiences of the African, Caribbean, and Black (ACB) community around racial trauma and racial gas lighting.
- Assist clients (and families) in identifying and advocating for their civil and legal rights.
- Link clients and family members to supports and services that will promote their well-being, enhance their ability to meet their mental health needs and support the exhibition of adaptive behaviours that address problematic substance use.
- Provide case management support for youth, including working collaboratively with formal and informal support systems.
- Identify and coordinate community services to support youth and families' mental health needs within their daily environment, including school, home, employment, legal, and other community domains.
- Utilize strong case management and advocacy skills, with extensive knowledge of resources within the community.
- Prioritize demands effectively to balance the complex needs of youth.
- Conduct risk assessments in the community.
- Provide culturally responsive counselling and information to reduce the incidence, duration and intensity of a crisis.
- Provide one-on-one counselling, including psychosocial assessments by gaining an understanding of health risks based on the Social Determinants of Health framework (e.g. socio-economic position, housing, educational, financial and legal needs).
- Coordinate, implement and evaluate treatment plans as well as implement group support programs.
- Collect data relevant to program evaluation and quality improvement.

Qualifications

- A post-graduate degree in Social Work, Child and Youth Care, other Social Service, or a combination of at least three years of related work experience and relevant education.
- Three to five years of work experience in social service positions in a culturally and racially diverse community.
- Fully bilingual language skills in both English and French
- Demonstrated skills and experience in working with youth of African descent.
- Demonstrated commitment to and lived experience of anti-Black racism and Afrocentric values and principles.
- Knowledge of community resources for African Canadian and Caribbean youth and their families in substance abuse treatment is essential.
- A deep, fundamental, comprehensive knowledge of the unique challenges African Canadian and Caribbean youth and their families face across the social determinants of health.
- Ability to work with Black youth to develop and enhance their identity, culture and sense of belongingness to their community.
- A commitment to an interdisciplinary team approach to the coordination of health and social services.
- Strong communication skills (verbal and written) combined with computer literacy are required. Ability to negotiate, communicate, and maintain a supportive, trusting relationship with those served.
- Experience in program development, implementation, and evaluation.
- Knowledge of community-based health services.
- Strong and demonstrated ability to form relationships with individuals while maintaining healthy boundaries.
- Caseload management skills, including developing action plans for clients, monitoring client progress and maintaining records.
- Ability to work effectively within a diverse and multi-disciplinary team.
- Excellent interpersonal, decision-making, problem-solving and conflict-management skills.
- Demonstrated flexibility, organizational and time management skills in a high-pressure environment.
- Ability to work occasionally in the evenings and weekends.

- Inform clients (and their family/network) about services available and assist them in choosing potential service providers/partners that are most likely to have culturally adaptive services.
- Support and assist community members in outlining options; provide education and counselling necessary for them to make informed choices.
- Initiate joint programming and communication with other team members and other Centre comprehensive programs to ensure comprehensive treatment for clients of the Centre.
- Evaluate group and program work and provide reports as required.

Professional Development

- Joins relevant professional groups to maintain professional linkages and support.
- Participates in educational activities according to the needs of the Centre and the career goals of the individual.

Research

- Participates in research when opportunities arise.
- Contribution to team and centre activities
- Participates in staff meetings and on interdisciplinary teams.
- Participates in the overall activities of the health centre (e.g.,) in-service training, committees, special events, and shared staff responsibilities.
- Communicates clearly, listens actively, is open to feedback, handles conflict appropriately, and displays sensitivity to others.
- Collaborates well with others, promotes cooperation and teamwork.
- Participates in the Centre's commitment to becoming a discrimination-free and inclusive health centre that strives to ensure that programs and services are as accessible as possible.
- Maintains the reputation and confidentiality of the health centre and its clients at all times.
- Endorses models and promotes a healthy and active lifestyle.
- Works in a manner that respects and values the diversity of communities and individuals.
- Works in a manner that reflects the Centre's mission, values, and service delivery approach.
- Adheres to all applicable Centre policies and procedures.
- Develops and maintains a flexible work schedule that accommodates the needs of the clients, community and the Centre.

Occupational Health & Safety

- As a member of staff at Community Health Centre, you have direct responsibility for Health and Safety as an essential part of your job and must work in compliance with the Occupational Health and Safety Act & Regulations.

- Knowledge of the Personal Health Information Protection Act, Consent of Information / Records of Information and Medical Records Management.
- Knowledge of the Rexdale community is an asset
- Must be able to provide a vulnerable sector security clearance.