



CAREER OPPORTUNITY

Position:	Psychotherapist Ontario Structured Psychotherapy Program
Department:	Mental Health and Addiction Services (CSS)
Commencing:	As soon as possible
Salary:	\$33.77 to \$43.02 / hour or \$65,851.50 to \$83,889.00 / year
Deadline:	Open Until a Suitable Applicant is Found
Job Description:	Enclosed

Riverside Healthcare Facilities Inc. invites applications from all qualified applicants.

To be considered, please send your completed cover letter, and resume by e-mail to human.resources@rhcf.on.ca or by fax to: 807-274-2898.

For more information, please contact Human Resources at:
human.resources@rhcf.on.ca



JOB DESCRIPTION

POSITION (Title):	Psychotherapist – Ontario Structured Psychotherapy Program
DEPARTMENT/SERVICE AREA:	Mental Health and Addictions (CSS)
SITE:	Fort Frances /Emo
REPORTS TO (Title):	Manager, Mental Health and Addictions

GENERAL ACCOUNTABILITY:

Reporting to Riverside's Manager of Mental Health & Addictions. the OSP therapist will provide evidence based, short term, client centered Cognitive Behavioral Therapy (CBT) and related approaches to individuals with mild to moderate mental health issues related to obsessive compulsive disorder, health anxiety, panic, phobias, social anxiety, depression, and trauma. The OSP therapist will possess strong clinical therapy skills and expertise completing comprehensive assessments, developing treatment goals, monitoring progress through measurement-based care and delivering full courses CBT treatment.

SPECIFIC ACCOUNTABILITIES:

Service Delivery:

- Provides individual or group protocol-based structured psychotherapy, including CBT and CPT, in adherence with the OSP Clinical Training guidelines;
- Provides psychotherapy services virtually, in person or over the telephone based on client needs with the ability to transition effectively and efficiently between these various modes of treatment delivery as required;
- Conducts clinical assessments to identify symptoms, develop treatment goals and to inform individualized treatment plans including discharge planning;
- Actively participates in safety planning in consultation with the Clinical Coordinator when required;
- Participates in the OSP Clinical Training Program and ongoing professional education when required;
- Participates in ongoing and regular clinical consultation and related clinical activities in adherence with OSP fidelity monitoring requirements and program guidelines;
- Maintains accurate and timely documentation and reports in adherence with Regulatory College and program specific requirements, including collecting relevant data to evaluate client and service outcomes;
- Identifies when client needs are no longer in scope of the service offered and works within a stepped care model to ensure appropriate services are based on client needs;
- Works in collaboration with the Clinical Coordinator to arrange step up or step-down care;
- In consultation with the Clinical Coordinator, provides service navigation and supports for clients who are stepping out of the OSP program;
- Contributes to program development, research and educational activities as requested;
- Participates in clinical OSP Community of Practice meetings as requested;
- Models and promotes core ethical practice, upholds organizational values, and ensures that behavior is at all times congruent with the Mission, Vision and Values of Riverside Health Care and the Mission Statement of the OSP program;
- Provides feedback, suggestions, and advice regarding clinical program improvements to the OSP team, including the Regional Training Lead as required;
- Participates in regular clinical consultation meetings to review training goals, application of clinical skills and clinical evaluation with clinical coordinators at the frequency outlined in the OSP clinical consultation guide;

Professional Development:

- Maintains an excellent working knowledge of current and best practices for the delivery of CBT treatment protocols and actively participates in the OSP training program;
- Attends and actively participates in workshops, in-services and training sessions, and integrates new concepts/knowledge/skills and shares this knowledge with the OSP team;
- Completes regular self-assessment of work effectiveness, competencies and educational/developmental needs to ensure current and future clinical competency and effectiveness;
- Accepts responsibility for work-related professional development, and actively seeks out and responds to opportunities for self-development;

Health and Safety:

Employee Health & Safety:

- Responsible for following all Occupational Health and Safety regulations and relevant organizational policies and procedures to ensure personal safety and safety of others;
- Participates in monthly safety inspections, emergency drills and training programs as required;
- Reports any equipment, safety concerns or hazards to supervisor;

Client Safety: Supports and contributes to a culture of safety and promotes client safety:

- Responsible for following organizational policies and procedures;
- Identifies and informs managers/supervisors of client safety problems and concerns, including actual and potential adverse events and incidents;
- Assesses client safety issues and concerns and actively participates in improvement activities;
- Utilizes effective and appropriate mechanisms for the transfer of information at interface points;
- Utilizes verification processes and other checking systems for high-risk care/service activities;
- Participates as required in training on targeted client safety focus areas;

ORGANIZATIONAL RELATIONSHIPS

- Reports to the Riverside Health Care Manager of Mental Health & Addictions
- Works collaboratively with therapists (e.g., Psych, SW, OT, RN) Managers, Directors, and organizational leaders across the OSP network
- Maintains collaborative working relationships with all internal and external contacts, ensuring behaviours are at all times congruent with **Riverside Health Care** Principles of Conduct

QUALIFICATIONS:

Education/Experience:

- Minimum Qualification undergraduate degree required (Master's degree preferred) or may consider an equivalent combination of education and experience;
- Registered member in good standing with one of the following five Colleges regulated to perform the Controlled Act of Psychotherapy in Ontario:
 - The Ontario College of Social Workers and Social Services Workers;
 - The College of Nurses of Ontario;
 - The College of Occupational Therapists of Ontario;
 - The College of Registered Psychotherapists of Ontario;
 - The College of Psychologists of Ontario;
- Documented evidence of formal CBT and CPT training with supervision/clinical consultation is preferred;
- Experience working in a community-based or outpatient mental health setting is preferred;

SKILLS/ABILITIES:

- Demonstrated knowledge of the science and practice of psychotherapy, specifically CBT and CPT;
- Superior interpersonal communication skills (oral and written) to effectively communicate with clinical coordinators, regional training leaders, partners, program managers, and directors;
- Demonstrated knowledge of CBT and its application in depression and anxiety disorders and obsessive-compulsive disorder (OCD) as well as CPT and its application in post-traumatic stress disorder (PTSD);
- Demonstrated knowledge of diagnostic categories and criteria as listed in the Diagnostic and Statistical Manual of Mental Disorders (DSM-5);
- Demonstrated knowledge of the etiology and treatment of depressive and anxiety disorders, as well as OCD and PTSD;
- Demonstrated knowledge of the practice of structured psychotherapy including a range of psychotherapeutic and assessment techniques to assess, plan, coordinate and implement specific clinical protocols;
- Demonstrated knowledge of relevant sections of legislation (e.g., Mental Health Act, Personal Health Information Protection Act, Regulated Health Professions Act, Health Care Consent Act) and professional standards to ensure compliance and consistency in provision of client care;
- Strong analytical and reasoning skills to develop and deliver clinically relevant, evidence-based services;
- Ability to develop and maintain strong working relationships within an inter-professional team as well as strong problem solving and conflict resolution skills;

- Time management, organizational and prioritization skills in order to effectively address multiple tasks/duties and timelines in a fast-paced clinical environment;
- Attention to detail in collecting and reporting measurement-based care data and documenting clinical information into health system databases in a timely and efficient manner;
- Passionate about contributing to positive social change and commitment to anti-oppression and anti-racism;
- Understands the importance of providing evidence-based mental health care and measurement-based care and demonstrates a commitment to participating in ongoing consultation and continuing clinical education;
- Demonstrated commitment to ensuring adherence and fidelity to OSP treatment models and protocols;

ASSETS:

- Certification with the Canadian Association of Cognitive and Behavioural Therapies (CACBT) is an asset
- Proficiency in a second language is considered an asset
- Demonstrated knowledge, skills and experience working with Indigenous people and people of other diverse ethno-racial and cultural backgrounds is considered an asset
- Experience working with 2LGBTQ+ individuals is considered an asset

Riverside Health Care prides itself on being a diverse, inclusive, accessible, and equitable workplace where all employees and volunteers, irrespective of their gender, race, ethnicity, national origin, age, sexual orientation or identity, education, or disability, feel valued and respected. **Riverside Health Care** offers accommodation for applicants with disabilities.

CONDITIONS OF EMPLOYMENT:

1. Human Resource Policies
2. Corporation Policies
3. Department Policies
4. Completion of satisfactory vulnerable sector check
5. Must have a valid Class 'G' Driver's License