

****EMPLOYMENT OPPORTUNITY ****

Position Title: Concurrent Disorders Clinician, Foundry Youth Wellness Centre
Terms: Full-time; eligible for benefits; some weekend/evening work required
Wage: Approx. \$30/hour, dependent on qualifications and experience
Location: Prince George, BC, with occasional travel required
Start Date: As soon as possible. Availability for training required Sept. 20-21
Application Deadline: August 21st, 2018 at 5:00pm

Organization Profile

The YMCA of Northern BC serves 20,000 people of all abilities, background, and stages of life in Prince George, Vanderhoof, and Northern British Columbia. We are a growing, multi-service association that offers health, fitness, recreation, licensed child care, rehabilitation services, community support services, and summer camp. The YMCA of Northern BC offers the opportunity to join a strong and exuberant team in a workplace that embraces respect, honesty, caring, and responsibility.

Situation

The YMCA is the lead agency for Foundry Prince George, an integrated health and social service hub for young people ages 12-24, established in October 2017. Alongside many local partners, Foundry Prince George is a “one-stop-shop” for young people to access mental health care, substance use services, primary care, social services, and youth and family peer supports. Foundry Prince George provides safe, non-judgmental care, information and resources, and works to reach young people early, before health challenges become problematic.

Foundry Prince George is one centre within a larger provincial initiative expanding access to services and supports for young people across BC through a branded network of Foundry centres. By bringing together a variety of health and social services under one roof and working in partnership with young people and families, Foundry helps young people find the care, connection, and support they need.

Purpose and Objective

Reporting to the Foundry Prince George Manager, this brand new position will provide a range of therapeutic one on one and group interventions for young people and their family members impacted by mental wellness and substance use challenges. The successful candidate will function as part of an integrated, multi-disciplinary team and will work closely with related social support services at Youth Around Prince and other relevant community resources.

Key Responsibilities (but not limited to)

- Provides therapeutic clinical counselling to young people and their families one on one or in group settings by exploring problems/personal concerns, treatment objectives, and emotional responses; facilitating positive change in coping style, behavior, attitude, and feelings, coordinating services, facilitating meetings, and bridging to other resources as indicated

- Conducts a range of mental health and addictions assessments using standardized tools and works with young people, their families, and the larger team to develop interventions and individualized plans of care
- Develops and delivers groups (such as Smart Recovery and Seeking Safety)
- Develops and delivers a wide range of youth friendly prevention activities and programming to support early recovery
- Develops and delivers presentations/ education sessions to young people, families, colleagues, and other stakeholders
- Provides outreach services when indicated and liaises with a wide range of systems (education, justice, health, housing, MCFD, MSDPR, etc.), community agencies, and natural supports
- Works in an integrated way with other members of the Foundry team, including with primary care, family involvement, and peer support staff
- Contributes to a positive team environment of continuous learning, effective communication, and service excellence
- Incorporates culturally safe practice and promotes a safe place for diverse populations, including LGBTQ+ and Indigenous populations
- Recognizes and manages risk, and ensures action are taken to prevent/ minimize harm
- Supports other Foundry team members and community colleagues during critical incidents and high risk situations
- Performs administrative functions related to the role including maintaining accurate records, contributing to shared client files, following up on tasks, responding to requests in a timely manner, preparing presentations and reports, making referrals
- Maintains an in-depth knowledge of applicable resources in the community and of mental health and substance use issues and research on best and promising practices
- Actively promotes the YMCA mission of building healthy communities and models the core values of honesty, respect, caring, and responsibility

Qualifications

- Minimum post-secondary degree in a relevant field (counselling, social work, behavioural sciences, etc.)
- Master's degree in relevant field an asset
- Registered or eligible for registration with applicable professional association
- 2 years recent and related experience providing professional counselling services for individuals (ideally youth) with mental wellness and substance use challenges or an equivalent combination of education, training, and experience
- Understanding of and passion for youth and their families
- Genuine commitment to service integration and improving service experiences for youth and their families
- Physical ability to complete required tasks
- Satisfactory criminal record check and clear vulnerable sector search
- Three satisfactory professional references

Knowledge, Skills and Abilities

- Demonstrated knowledge of and commitment to best practices related to community health, including harm reduction, step model of care, cultural safety, trauma informed and recovery oriented approaches, and youth and family centred care
- Ability to develop positive rapport and relationship with a wide range of young people and their families, including those at high risk and with challenging behaviours
- Comprehensive understanding of substance abuse and mental health issues, concurrent disorders, addictions counselling, mental health services and treatment protocols based on bio-psycho-social-spiritual approaches to client care
- Demonstrated ability to perform assessments using standardized mental health and addictions tools
- Demonstrated therapeutic skills and the ability to apply theory and practice to individual and group interventions for a variety of mental health and addiction challenges
- Comprehensive knowledge of psychiatric diagnoses and professional practice guidelines for treatment of various conditions
- Knowledge of developmental stages of young people 12-24
- Knowledge of psychopharmacology
- Knowledge of relevant legislation, policies, and statutory duties
- Familiarity with a wide range of relevant resources, including schools, government systems, and community agencies
- Understanding of the impacts of colonization/ residential schools on Indigenous peoples
- Understanding of the impacts of violence/ abuse and trauma and the interconnections with mental health and substance use
- Strong communication, decision-making, and organizational skills
- Proficiency in relevant IT applications (Microsoft Office Suite and, ideally, MOIS electronic medical record)
- Ability to work independently, as part of a multi-disciplinary and integrated team, and with a wide variety of stakeholders
- Excellent self-management skills in high-pressure situations
- Ability to analyze and resolve problems with minimal direction
- Ability to thrive in a dynamic, changing environment

Competencies

- **Negotiation/ Communication/Interpersonal Skills** - Ability to speak, write, listen and secure information in a variety of settings. Ability to cooperate with others to achieve results. Ability to create and build relationships inside and outside the organization.
- **Planning/Organizing** – Ability to establish a clearly defined and effective course of action for self and others to accomplish short and long-term goals.
- **Problem Solving** – Ability to identify an issue, gathers and processes relevant information, determine possible solutions, selects appropriate responses and implements and evaluates them.

- **Service Strategy** – Ability to identify the needs and wants of members/participants as a priority and respond in an effective and timely manner to enhance every person's YMCA experience.
- **Initiative/Enthusiasm/Innovation** – Ability to manage and lead in order to achieve and exceed identified goals.
- **Community Awareness and Understanding** – Demonstrates and promotes a personal understanding of and appreciation for the vision, mission and values of the organization.
- **Strategic Planning/ Vision-** ability to visualize future direction and formulate strategies, plans, and actions to achieve vision
- **Self-Management** – ability to appropriately manage one's own emotions and strong feelings; maintain a calm and tactful composure under a broad range of challenging circumstances; and think clearly and stay focused under pressure. Encompasses self-regulation and mindfulness.
- **Teamwork/ Cooperation** – ability to work cooperatively and productively with others within and across organizational units to achieve common goals; demonstrate respect, cooperation, collaboration, and consensus-building.

HOW TO APPLY:

Please submit the following three required documents **no later than August 21st, 2018 at 5:00pm:**

- Cover letter
- Resume
- YMCA employment application located on our website at:

http://nbc.ymca.ca/wp-content/uploads/2017/08/nbcy_employment_application_aug2016.pdf

Direct applications to:

Melissa Cailleaux, Director of Community Health

YMCA of Northern BC

1160 7th Ave.

Prince George, BC

V2L 3L6

Email: melissa.cailleaux@nbc.ymca.ca

Fax: 250-565-4209

The YMCA of Northern BC thanks everyone for their interest in this opportunity. Please note that we will only contact those selected for an interview.