

We are officially starting our recruitment for the Black, African and Caribbean Health and Social Services Hub



Canadian Mental Health Association Peel Dufferin (CMHA Peel Dufferin) is partnering with LAMP Community Health Centre (LAMP CHC) and Roots Community Services Inc (RootsCS) to design, develop and implement an integrated health and social services hub with and for the Black, African and Caribbean (BAC) communities in Peel Region.

The hub will provide primary health, mental health, addictions and social services programs that will holistically address the physical, mental, social and cultural needs of BAC communities, and seek to eliminate disparities and inequities.

To achieve our goals, we are recruiting people who are passionate about delivering culturally relevant, responsive and affirming care that will inspire individuals to improve their wellbeing.

Why join CMHA Peel Dufferin?

Support your community. Advance your career. Fulfill your purpose

Joining the Canadian Mental Health Association – Peel Dufferin Branch means you'll be part of something meaningful. For starters, we're honored to have received the Canadian Non-Profit Employer of Choice Award for our efforts to help people live better. Providing support and services to those who live with mental illness and addictions, we're committed to increasing awareness and addressing the stigma surrounding mental health. That's why we've made it a priority to create a diverse organization that represents the communities we serve – and the people we help.

What We Offer

As a community-based agency, we're dedicated to the mental, physical, and social health of everyone – including our team members. That's why we're proud to offer a total rewards package that helps our team members balance their professional and home life. You'll also be empowered to keep learning new skills and reaching your goals – from developing a career growth plan to participating in training sessions.

In addition to competitive benefits like health, dental, EAP and life insurance, we offer our permanent team members some unique perks that really stand out:

- 4 weeks accrued vacation (to start)
- Up to 18 paid personal days accrued per year, plus 2 flexible days each year
- HOOPP Pension Plan
- Ongoing professional development plus \$250 annual funding for continuing education and certifications
- \$250 annual allowance to invest in achieving your personal wellness goals
- Mileage reimbursement for work-related travel
- Participation in organizational pay for performance incentive program

We are looking for a Social Worker to join our team!

Reporting to the Program Manager, BAC Multidisciplinary Team, the Social Worker will deliver treatment, rehabilitation, crisis intervention and support services utilizing accepted standards and best practices competencies to aid clients in achieving their identified goals. This role is responsible for conducting family assessments, interventions, acting as a liaison between family members/Substitute Decision Makers (SDM) and the multidisciplinary team, and providing systems advocacy and resource development.

We value the diverse experiences of Black, African and Caribbean candidates. We also recognize the importance of allyship and the critical role allies play in affecting change; we encourage these candidates to also apply.

Status: Permanent full-time, 37.5 hours per week, evening hours and weekend may be required

Base Salary: \$63,678.72 - \$71,638.56 annually (Candidate qualifications will be considered when determining the starting salary)

Location: This position is based out of Brampton. Although we operate with a flexible workplace policy, staff are required to have office and/or community presence as per program and client needs.

Deadline to apply: Open until filled

What you will do

- Conduct **comprehensive assessments** and provide **case management** for an assigned group of clients.
- Consult with community agencies and families to maintain coordination in treatment process and act as liaison.
- Communicate information, both oral and written, regarding assessments, treatment plans and evaluations to the treatment team, client, referral source and other caregivers within practice/agency/legal guidelines.
- Provide education/counseling/support to families and significant others to facilitate and further enhance the client's optimal level of functioning in the community.
- Maintain knowledge of a variety of family, individual and group treatment modalities.
- Advocate for client needs and provide symptom education to enable clients to identify their mental illness symptoms.
- Provide ongoing assessment of clients' mental illness symptoms and clients' response to treatment. Make appropriate changes in treatment plans, in consultation with team/management, to ensure immediate and appropriate interventions are provided in response to changes in mental status or behavior which put client at risk or in crisis.
- Provide direct clinical services to clients on an individual, group, and family basis to teach behavioral symptom-management techniques
- Assist in addiction issues and/or vocational interventions.
- Provide ongoing assessment, problem solving, skill training, supervision (prompts, assignments, monitoring, encouragement) and environmental adaptations to assist clients with activities of daily living.

- **Refer and link** clients to community resources and groups that support recovery goals and assist with system navigation
- Participate in **regular staff meetings** and care planning reviews to provide **social work expertise** for client care within multi-disciplinary team
- **Contact primary care** at regular intervals to report clients' care plan and discharge summary
- Work collaboratively with team to **support organizational needs (e.g., volumes across all regions)**
- Update all appropriate documentation within 24 hours of client contact, as required by CMHA PD policy and procedures.

What you need to join our team

- Post-secondary degree in Social Work
- Registration with the Ontario College of Social Workers and Social Service Workers is required.
- Minimum 2 years' experience in the mental health and addictions sectors, including inpatient and outpatient in the community.
- Experience in family counselling, as well as in patient and outpatient.
- Demonstrated understanding and a commitment to harm reduction principles and practices.
- The following experience / trainings are an asset with an expectation to attend trainings as they become available:
 - GAIN-Q3MI Assessment
 - GAIN-SS Assessment
 - Concurrent Disorders
 - Acceptance and Commitment Therapy
 - Single Session
 - Cognitive Behavioural Skills
 - Motivational Interviewing
 - Trauma Informed Care
 - Virtual Care
 - Interprofessional Multidisciplinary Teams
 - Crisis Intervention Skills
- Demonstrated and practical understanding of anti-Black racism and intersectionality, and various barriers which affect diverse identities
- Intersectional understanding of current social realities and barriers experienced by BAC communities, from an anti-oppressive, anti-racist, feminist, self-aware and trauma-informed approach to practice is mandatory.
- Knowledge of local cultural programs and services to refer individuals and families from Black, African and Caribbean communities within the service catchment area.
- Being knowledgeable in a variety of evidence-informed treatment modalities including anti-Black racism, anti-oppression and other culturally sensitive approaches to intervention.
- Demonstrated cultural competence and ability to work with diverse groups as well as an understanding of social determinants of health and impact on vulnerable communities
- Skilled at engaging in matters that require sensitivity and empathy across a diverse community, excellent judgement, and discretion; ability to operate in a culturally sensitive and anti-oppressive framework
- Proof of administered full-series Health Canada approved COVID-19 vaccination prior to start date. If unable to be vaccinated for reasons relating to protected grounds under the Code, completed medical or religious exemption must be provided
- Valid Canadian driver's license and access to an insured automobile in good repair
- A satisfactory Vulnerable Sector Screening (Police Check) report

At the Canadian Mental Health Association – Peel Dufferin Branch, we provide a wide array of community services, resources, and care for people with mental illness. In your role, you'll not only assist people who

are struggling, you'll help them return to good health and reintegrate into the community. In everything we do, we work together to make the world a better place – one person at a time.

Apply Now and EMPOWER your career

Qualified applicants are invited to apply online via the link below:

<https://cmhapeel.bamboohr.com/careers/717?source=aWQ9OQ%3D%3D>

CMHA Peel Dufferin is an Equal Opportunity Employer.

We are committed to diversity and inclusiveness at our workplace and recognize the unique contribution every individual makes to the community.

We acknowledge that removing and reducing existing barriers and preventing new barriers is required in providing opportunities that foster independence, inclusion, and dignity for people of all ages, genders, cultures, and abilities. As an equal opportunity employer, we are committed to establishing a qualified workforce that is reflective of the diverse population we serve. We encourage applications from members of groups that have been historically disadvantaged and marginalized, including but not limited to Aboriginal, Indigenous, Metis and Inuit peoples, racialized groups/persons of colour, people with varying abilities, members of visible minority groups, LGBTQ2S+, those who identify as women, and other equity-seeking groups.

CMHA Peel Dufferin is committed to pay equity and right to equal treatment without discrimination in accordance with the Ontario Human Rights Code in all aspects of the workplace environment and employment relationship.

We are committed to inclusive, barrier-free recruitment, selection processes, and work environments. When contacted for a job opportunity, please advise the HR Department of any accommodations needed in accordance with the Accessibility for Ontarians with Disabilities Act, 2005 and the Ontario Human Rights Code to ensure you have access to a fair and equitable process. We request that you provide your accommodation request as soon as reasonably practicable. Any information received relating to accommodation will be addressed confidentially. We thank all those who apply, but only those selected for further consideration will be contacted. We retain all applications submitted for one (1) year after the closing date of the posting for consideration in future career opportunities.