



Canadian Mental
Health Association
Kenora
Mental health for all

Canadian Mental Health Association, Kenora Branch Job Description

Psychotherapist – Ontario Structured Psychotherapy Program

Reporting to the Counselling & Treatment Team Lead with the Canadian Mental Health Association, Kenora Branch the Ontario Structured Psychotherapy Therapist (OSP) 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. The Psychotherapist is expected to work as a member of a team and is expected to participate in clinical and peer supervision.

Qualifications:

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
Membership in good standing in a College or Association which governs the health profession
Knowledge of mental health/mental illness, and mental health difficulties
Highly developed screening, and assessment skills
Understanding of the Recovery Philosophy
Leadership skills
Professionalism in the performance of duties
Working knowledge of community resources, and agencies
Cultural Competence for diverse populations
Ability to work independently and self-motivated
Computer literacy and recording skills

Duties:

- 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 Counselling & Treatment Team Lead 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 work within a stepped care model to ensure appropriate services are based on client needs.
 - Works in collaboration with the Counselling & Treatment Team Lead to arrange step up or step-down care.
 - In consultation with the Counselling & Treatment Team Lead, 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 St. Joseph's Care Group, Mission Statement of the OSP program and the Mission, Vision and Values of the CMHA Kenora Branch
 - 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 the Counselling & Treatment Team Lead at the frequency outlined in the OSP clinical consultation guide.
 - 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.
 - Supports and contributes to a culture of safety and promotes client safety:
 - Responsible for following organizational policies and procedures.
 - Identifies and informs Team Leads and Chief Executive Officer 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.
 - 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 CMHA Kenora Branch policies and procedures
 - 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
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- 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 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 and that follows the policies and procedures of the Canadian Mental Health Association, Kenora Branch
- 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
- 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
- Adherence to all policies of Canadian Mental Health Association Kenora Branch
- Assurance of confidentiality of all client, personnel, and organizational records and information
- Participate in clinical team meetings and staff meetings as scheduled
- Monitor program policies and procedures to assure their applicability to evidence based best practice and CMHA philosophy
- Participate on specific Committees or task or work groups as assigned by the Chief Executive Officer and Counselling & Treatment Team Lead
- Engage in quality-assurance activities assigned by the Counselling Treatment Team Lead and/or Chief Executive Officer
- Provide a safe environment by ensuring adherences to Workplace Health and Safety Regulations and Policies, Infection Control Guidelines, WHIMIS and Safe Work Procedures; including but not limited to Fire, Disaster and Evacuation Plans
- Ensure client safety and client safety activities are emphasized throughout orientation of new staff members
- Support an environment which avoids, prevents and corrects all activities or actions which may result in an adverse outcome in the delivery of mental health services
- Participate in administrative and office functions as needed
- Responsible for self-care including awareness of and addressing the effects of vicarious traumatization
- Other duties as required

For more information, please visit www.cmhak.on.ca

Please submit resume by January 26th, 2023 attention to:

**Hiring Committee
Canadian Mental Health Association, Kenora Branch
227 Second Street South, 2nd Floor
Kenora, Ontario P9N 1G1
Email: careers@cmhak.on.ca**

The Canadian Mental Health Association, Kenora Branch welcomes and encourages applications from people with disabilities.

Accommodations are available on request for candidates taking part in all aspects of the selection process.