



Job Title:	Occupational Therapist, LINKS to Employment Program
Facility:	Canadian Mental Health Association
Reports To:	Manager of Employment Services
Wage:	\$41.32 - \$45.03
Status:	Regular, Full-Time

ORGANIZATION OVERVIEW

The Canadian Mental Health Association (CMHA) Vernon & District Branch is a non-profit organization focused on promoting mental wellness in the community of Vernon and surrounding areas in the North Okanagan and is part of a provincial and national federation. We believe in empowering individuals, groups, and communities in self-determination to enhance their mental health. CMHA facilitates access to the resources people require to improve mental health and community integration, build resilience, and support recovery from mental illness through building capacity, influencing public policy, providing services and support, and developing resources. We are committed to providing an environment free from prejudice, discrimination, and harassment. We strive to reflect the entire community in our volunteers and staff and promote equal access to our services.

JOB SUMMARY

The Occupational Therapist will work within an interdisciplinary team, including a Vocational Counsellor, to provide evidence-based interventions for those facing multiple barriers to employment. The LINKS to Employment model follows an enhanced Individualized Placement and Support model, and values research and peer engagement. The Occupational Therapist will provide client centered care that aligns with the vision, mission, and values of CMHA. The Occupational Therapist will plan, develop, and implement psychosocial rehabilitation assessment and intervention to clients referred to the program. They will also collaborate with family/caregivers, inter-disciplinary team members, employers, educational resources, and other health care providers to improve social determinants of health.

DUTIES AND RESPONSIBILITIES

- Demonstrated commitment to fostering an equitable, diverse, and inclusive team environment
- Attend training sessions that promote equity, diversity, and inclusion
- Assess clients' functional abilities, goals, interests, needs, safety, and environmental supports and resources, using standardized and informal assessments of function, cognition, mental health, psychosocial well-being, and/or physical health
- Develop a plan to meet identified client goals, in partnership with the client, caregivers/family, employers, and other health care providers
- Assess and re-assess the ongoing goals of clients, identify barriers, and resolve issues as they arise, including cultural and language barriers
- Incorporate the feedback of peers into the provision of services
- Understand the importance of lived experience and the value it adds to the rehabilitation process



- Provides education and guidance to clients, families, and employers regarding the functional abilities of clients in the area of vocation, as it relates to client goals
- Facilitate/co-facilitate groups to address the goals of clients in the areas of self-care, wellness, leisure, education, and work
- Collaborate and consult with health care professionals, employers, clients/families/caregivers, and other community resources to provide integrated wrap around care for those in the program
- Make referrals to other service providers and community stakeholders as appropriate
- Maintain client records (reports and documentation) in accordance with established confidential procedures and policies and prepare/maintain statistical data as required
- Participate in in-services, inter-disciplinary case conference, committees, rehabilitation team meetings, and research activities, as required by CMHA. Collegially share information, provide guidance on clinical/health related tasks, and reassign clinical/health related tasks, if necessary
- Maintain standards of practice and develop competence through professional development and other educational means, as required by CMHA
- Ongoing commitment to excellent client services, program evaluation, and continuous improvement to ensure best evidenced-based practice and ensure that services are provided in most effective way
- Attend regular staff meetings, committee meetings and others as required
- Create and maintain a respectful and shared workplace
- Submit regular activity reports, timesheets, expense forms, etc. as required
- Reinforce and model work-related behaviour and interpersonal skills
- Represent the CMHA Vernon & District in a professional manner
- Provide cover for other program staff as appropriate and required
- Complete First/Aid, Non-Violent Crisis Intervention Training, Culture Sensitivity Training, and Suicide Awareness Training, or any other training as deemed appropriate by the employer
- Other related duties as appropriate and required

QUALIFICATIONS:

Education, Training & Experience

- Master's Degree in Occupational Therapy from a recognized program and one-year satisfactory experience in a psychiatric and/or substance use setting working with adults
- Current full registration with the College of Occupational Therapists of British Columbia (COTBC)
- Eligible for membership in the Canadian Association of Occupational Therapists (CAOT)
- Considerable understanding of occupational therapy principles and techniques
- Demonstrated understanding of psychosocial rehabilitation (PSR) principles and techniques, preferably using the Recovery Centered Clinical System
- Working knowledge of community health agencies and available services. Considerable understanding of vocational/educational assessment procedures together with a comprehensive knowledge of community resources and social services
- Successful completion of the Indigenous Cultural Safety training program is an asset
- Personal experience with mental illness, either through self or a loved one, is an asset in this position



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- Current First Aid/CPR certification

Skills & Abilities

- Demonstrated abilities in facilitation, mediation, and conflict resolution techniques, and demonstrated analytical and problem-solving skills
- Demonstrated ability to plan, implement, evaluate, and modify rehabilitation programs/services and to plan/deliver and evaluate therapeutic programs
- Ability to stimulate clients' interest, assess results of programs and work effectively on an individual or group basis
- Intermediate computer skills in Word, Excel, Outlook, and outcome measurement, and client relations management software
- Demonstrated group work skills
- Demonstrated ability to independently plan, organize and prioritize workload, and adapt to a changing caseload
- Demonstrated ability to conduct functional and specialized OT assessments
- Working knowledge of psychiatric disorders
- Demonstrated ability to work as a member of a multidisciplinary team
- Able to communicate effectively, both verbally and in writing
- Demonstrated ability to foster an equitable and inclusive environment
- Strong relationship building skills, including the ability to work collaboratively with diverse communities in a way that is culturally safe, and trauma informed
- Valid Class 5 BC Driver's License and use of a reliable personal vehicle during shifts

CMHA Vernon is committed to building an inclusive workplace and community and seeks candidates who share our commitment to equity, diversity, and inclusion.

Please send your resume to careers@cmhavernon.ca