



Job Title:	Mental Health & Substance Use Clinician
Facility:	Canadian Mental Health Association
Reports To:	Foundry Vernon & Youth Services Manager
Bargaining Unit:	Exempt
Wage:	\$43.10/hourly
Status:	Regular, part-time (30 hours/weekly, flexible)

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 Mental Health and Substance Use Clinician provides clinical counseling, assessment, care planning, and support to young people accessing The Youth Integrated Services (YISH). In accordance with the Mission, Vision, Values, and Strategic Directions of CMHA-Vernon & District. The person will promote a safe, respectful, and civil working environment for clients, families, visitors, and staff. Reporting to the Youth Services Manager, this position works as part of an interprofessional team to provide in-person clinical services to youth and young adults (12-24) with and affected by mental health and substance use. Assessing clients, determining referral needs, providing individual counseling, group and family interventions. Provides education and liaises with community resources. Formulates and implements treatment plans and provides comprehensive case consultation and follow-up support on treatment decisions in collaboration with interdisciplinary team members. Participates in team and/or local committees, internal and external case conferences, and quality improvement activities. Collaborates with other community service providers and related disciplines to provide education and training related to mental health and substance use.

DUTIES AND RESPONSIBILITIES

- Demonstrated commitment to fostering an equitable, diverse, and inclusive team environment
- Attend training sessions that promote equity, diversity, and inclusion
- Facilitates and/or co-facilitates therapeutic groups
- Provides direct service to youth and young adults as well as consultation support to



other professionals, agencies, and members of the community engaged in person's care

- Conducts comprehensive psychosocial assessments in person, in a designated program area, using methods such as interviewing clients and/or caregivers to obtain relevant information, gathering social data from acute and community collateral, and interpreting data to therapeutically impact the client's and family's coping abilities
- Provides treatment services, including brief intervention, crisis intervention, psychotherapy, family work, education, and support according to a variety of theoretical models to clients and their informal support network as required by methods such as assessing situation, eliciting concerns, exploring emotional response to illness,
- identifying goals and expectations, reviewing client and learning needs, assisting with understanding illness, teaching coping strategies and consulting with colleagues when required. Applies the principles of Trauma-informed and culturally safe care.
- Provides oversight to student intakes and assessments, as well as ensuring appropriate Solution-focused Brief therapy sessions with youth accessing Youth Integrated Services
- Assess client needs and available services and develop care options with client input, facilitating the client's utilization of appropriate community services
- Provides referrals to appropriate community treatment agencies and services, including recovery and residential programs, victim assistance, employee assistance programs, clubhouses, transition homes, vocational programs, and other agencies.
- Delivers group intervention services to specific client populations. Develops and coordinates groups, including preparing, prioritizing, scheduling, and arranging for space and other resources.
- Maintains appropriate clinical records and data requirements following established standards and the Freedom of Information Act.
- Develops content related to psychoeducational resources for clients, families, and staff members in collaboration with an interprofessional team. Reviews relevant content and required handouts, conducts literature search plans, and coordinates seminars.
- Collaborates with appropriate program staff, and physicians in the development and delivery of staff and physician education and training related to mental health and addiction.
- Maintains knowledge of developments in own profession, including mental health and substance use, through reviewing literature, consulting with clinical and community experts, and participating in professional development and continuing education activities to improve care through new practices.
- Performs other related duties as assigned.
- Demonstrated commitment to fostering an equitable, diverse, and inclusive team environment
- Attend training sessions that promote equity, diversity, and inclusion
- Performs other related duties as assigned

QUALIFICATIONS:

Education, Training & Experience

- Masters in Social Work, Clinical Counselling, or Clinical Psychology from an accredited university
- 4 years' recent related experience working with youth and young adults across the mental health and substance use continuum, including experience with interventions and



evidence-based treatment modalities.

- Registered with an affiliated professional body. Supervision oversight accreditation through BCACC, RCC-ACS is considered an asset
- Current first aid certification and Naloxone administration is considered an asset
- Criminal record check in the vulnerable sector is a must
- Experience in providing mental health assessments, psycho-education, and short-term interventions to young people experiencing mental health difficulties
- Knowledge of relevant acts such as Mental Health Act, Adult Guardianship Act, Health Care Consent Act, Freedom of Information Act, Child, Family and Community Service Act, pertinent regulations, policies and procedures, and other statutory duties.

Skills & Abilities

- Ability to apply harm, reduction approaches to support youth and young adults
- Ability to adapt to changing environments and some ambiguity
- Ability to apply harm reduction approaches to support youth and young adults
- Current First Aid Certification and Naloxone training
- Experience in service improvement/development activities
- Knowledge of relevant Acts such as the Mental Health Act, Adult Guardianship Act, Health Care Consent Act, Freedom of Information Act, and Child, Family, and Community Service Act.
- Knowledge of pertinent regulations, policies, procedures, and other statutory duties.
- Applies the principles of Trauma-informed, culturally aware, and safe care.
- Maintains appropriate clinical records and data requirements
- Ability to oversee practicum students in Master's education
- Demonstrated knowledge of Systems Theory and an ability to incorporate this into mental health assessments and interventions.
- Demonstrated crisis intervention skills with adolescents and families and therapeutic skills in individual, group and family interventions.
- Demonstrated ability to foster an equitable and inclusive environment

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