



Helping People Change | Un pas vers le changement

CLINICAL SUPERVISOR/MANAGER
Bilingual Full time Position

Purpose:

The Clinical Supervisor will be responsible for the clinical supervision of staff in the various programs of the Agency: Mental Health Counselling, Violence Against Women Programs, Programs for victims of sexual assault (women & men), Walk-In Counselling Clinic, Child and Youth Witness Support Program and the Child Advocacy Program. The responsibilities will include the day to day issues of service delivery based on client centered, evidence informed best practices. The person occupying this position will be responsible for evaluation (program and individual), monitoring individual employee and program objectives, making and implementing recommendations to improve our current functioning and ensuring compliance with funder's guidelines and standards relating to all aspects of service delivery. The supervisor may offer counselling to some clients, depending on the need and the complexity of a given situation. The Clinical Supervisor is directly responsible to the Executive Director for the performance of duties and responsibilities.

Clinical Supervision and Management:

- Direct and supervise clinical staff to ensure effective implementation of agency's mission, goals, objectives and client service outcomes
- Clearly communicate performance expectations and responsibilities
- Provide ongoing coaching and training to clinical staff
- Support employees in achieving individual client goals and overall agency goals/targets
- Maintain staff compliance with workload measures as determined by agency standards and funder requirements.
- Engage in regular supervision with clinical staff. Observe and review staff performance on a regular basis using means such as regular audits of progress notes, documentation compliance, job/client outcomes, interaction with peers in team meetings, interactions with clients and observation during Zoom sessions
- Conduct formal performance reviews annually for clinical staff
- Be available for staff consultations on a regular basis and /or as required to address issues as they arise

Liaison with Community Partners:

- Work closely with community partners in the field of Mental Health and IPV with the goal of building better and more comprehensive systems to address client needs
- Work closely with justice partners with the goal of enhancing the protection of women, children and other vulnerable clients
- Promote and foster community relationship building



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Other

- Involvement in the recruitment and hiring of staff that fall within the responsibility of this position
- Responsible for maintaining the proper staffing levels in the various programs, scheduling and coverage to adequately meet program objectives and client needs
- Ensure services are accessible in a timely manner as determined by agency standards
- Maintain staff compliance with workload measures as determined by agency standards and funder requirements

Requirements:

- Psychologist or Master's degree in Social Work/Counselling
- Registration with the College of Psychologists of Ontario or other regulatory body
- Knowledge of the agency's programs
- Support for interventions from a feminist perspective
- Knowledge of various counseling modalities & approaches including client centered, strength based, solution focused approaches and CBT, EFT, Narrative Therapy
- Experience with and knowledge of mental health issues
- Awareness of recent developments in neuroscience
- Good organizational and administrative skills
- Experience with clinical supervision in a community setting
- Ability to work as a team within the management group
- Ability to provide clinical supervision and direction to staff working in the various programs
- Experience working in a unionized setting and participatory approach to management
- Excellent writing and verbal communication skills in English and French
- Knowledge of the network of social services
- Minimum of 3 years' experience providing clinical supervision

The position will have a probationary period of 6 months and the salary will be commensurate with experience.

Apply to Executive Director at info@cfsottawa.ca by February 12, 2021.

We thank you for your interest in the position. Only candidates chosen to be interviewed will be contacted.

CFS/SFC Ottawa subscribes to the principles of Employment Equity and is committed to being an inclusive workplace.

If you are selected for an interview and you require accommodation due to a disability during the selection process, please notify us when scheduling your interview.

