
Position Summary

Position Title: Therapist/Social Worker

Reports to: Program Director

NOC Code: 4152

Revision Date: April 2011

Summary:

The Therapist/Social Worker provides assessment, counselling/therapy, case management, crisis intervention and other therapeutic functions for individuals, families and groups. The Therapist/Social Worker participates in the development, implementation, monitoring and evaluation of programs and services. The position has a strong emphasis on health promotion, disease prevention, and community capacity building and works within a harm reduction framework. These duties will be accomplished as part of an interdisciplinary team of professionals whose objectives are to provide primary health care and follow-up care for clients.

Key Objectives:

1. Assess client status and gain an understanding of socio-economic position, psychological outlook, housing, financial and legal needs, problems and levels of functioning through interviews and observation.
2. Act as part of an interdisciplinary team which assists with the development, analysis and implementation of policies and procedures to improve the delivery of primary health care services.
3. Ensure appropriate comprehensive treatment is provided by maintaining complete and accurate charts and medical records, and participating in chart reviews and case conferences.

4. Plan, develop, and coordinate treatment plans with clients to include assessment, establishment of treatment goals, internal and external referrals and placement of required resources, and evaluate effectiveness of service plans.
5. Conduct risk assessments and, in instances of abuse, neglect, and/or physical/emotional abusive situations, formulate appropriate safety plans and complete/submit reports in accordance with legislation.
6. Act as an advocate for clients by providing assistance in accessing health, social service and related agencies and groups. Encourage community development by assisting individuals, groups and communities to articulate and advocate for health and related services.
7. Supervise students by providing competent leadership, orientation, developing and scheduling of training and learning plans.
8. Provide input for development of strategic plans and attend and participate in staff meetings and special projects as assigned.
9. Conduct presentations, facilitate workshops and group meetings, and participate in program planning and community initiatives.
10. Participate in, and share responsibility for, the on-call coverage offered by Quest CHC.
11. Participate in, and comply with, all health and safety processes and initiatives to ensure the organization remains a safe workplace.
12. Promote the mission, vision, values and philosophy of care developed by Quest CHC.
13. Develop and maintain strong ties to other professionals and community members.
14. Work within the full scope of practice. Meet organizational quality and quantity of work standards. Comply with applicable medical directives, policies, regulations and legislation identifying any areas of non compliance.
15. Maintain and develop professional competence through training or appropriate continuing education.

Qualifications:

Education

- Successful completion of a Bachelor's Degree in Social Work from a recognized university.
- Current registration in good standing with the Ontario College of Social Workers and Social Service Workers, Ontario Association of Social Workers and / or the College of Psychotherapist of Ontario.

Experience

- Supervised practical experience with 3 to 5 years experience in a community setting or combined community, hospital and or public health.
- Experience in program development, implementation, monitoring and evaluation.

Skills and Abilities

- Awareness of, and sensitivity to, the health issues of the community.
- Ability to provide compassionate, respectful, non-judgmental and culturally competent care to the disenfranchised and primary populations.
- Strong interview skills and ability to communicate effectively in English, both in writing and orally. Proficiency in other languages is an asset.
- Ability to function independently in potentially difficult situations and the ability to decide which presenting conditions are a priority.
- Ability to deal with disruptive behaviour and manage crises.
- Ability to plan and organize assigned duties.
- Ability to establish positive working relationships with a multi-disciplinary team, clients and service providers.
- Ability to problem-solve and apply sound judgment.
- Proficiency in the use of computer software/electronic medical records such as Purkinje.

Conditions of Employment

- Valid Ontario Driver's License, access to a reliable vehicle and a Police Reference Check are required.
- Current certification or willingness to become certified in Non-Violent Crisis Intervention (NVCi).
- Maintain confidentiality in compliance with the Personal Health Information Protection Act (PHIPA), Freedom of Information and Protection of Privacy Act (FIPPA) and Personal Information Protection and Electronic Documents Act (PIPEDA).

Working Conditions

The duties of this position are performed both inside and outside the health care centre including satellite and points of service. Work settings include community locations such as hospitals, homes, shelters and drop in centres where the potential for dangerous situations to occur is higher than in an office setting.

The candidate must be able to work varying work schedules, and in multiple work locations.

Employee Signature: _____	Date: _____
Supervisor Signature: _____	Date: _____