



Are you interested in making a difference in rural northern communities? Do you have a passion for Adult Addiction and Mental Health, specifically across the district of Thunder Bay? Now is your chance to experience all that Northern Ontario has to offer. It's an absolute dream for those who love the outdoors...fishing, hiking, swimming, hunting, skiing, snowshoeing, snowmobiling...and then there is the amazing sunsets, magical waterfalls and wildlife...and so much more...

To live amongst such beautiful surroundings is an incredible opportunity. To do so, while also making a difference in the lives of individuals, families and communities, goes beyond incredible and truly is the ultimate opportunity.

Consider joining the North of Superior Counselling Programs (NOSP) team. NOSP provides mental health and addiction services, across the life span, for individuals living across the District of Thunder Bay. NOSP has seven (7) regional offices, spread across 62,000 square kilometres of beautiful North Western Ontario. Counsellors are compensated based on a combination of education, skills and experience. NOSP also offers an extremely competitive benefit package, including participation in the HOOPP pension plan, health and dental benefits (employer paid), paid sick-time and a generous vacation and paid time package to support your re-energizing and/or personal travel plans. Financial assistance with relocation is available.

Full-time, 1 year contact with opportunity to renew (37.5 hours a week) Ontario Structured :

Union Position: CUPE

Rate of Pay: As per the Collective Agreement

Posting No. CAOSP2023-05 Nipigon, ON

Posting No. CAOSP2022-19 Greenstone (Geraldton/Longlac, ON)

Summary

Reporting to the North of Superior Counselling Programs (NOSP) Clinical Services Manager (CSM) and working collaboratively with the Ontario Structured Psychotherapy Clinical Coordinator, the **Ontario Structured Psychotherapy (OSP) Clinician** 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 Clinician** 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.

Core Competencies

<ul style="list-style-type: none">• Recovery focused and person-centered orientation	<ul style="list-style-type: none">• Effective planning, organizational and time management skills
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<ul style="list-style-type: none"> • Mindful and self-reflective 	<ul style="list-style-type: none"> • Critical thinking skills
<ul style="list-style-type: none"> • Adaptable and flexible 	<ul style="list-style-type: none"> • Excellent communication skills
<ul style="list-style-type: none"> • Resourceful 	<ul style="list-style-type: none"> • Sound decision-making skills
<ul style="list-style-type: none"> • Accountable and dependable 	<ul style="list-style-type: none"> • Networking and relationship building skills
<ul style="list-style-type: none"> • Creative and innovative 	<ul style="list-style-type: none"> • Ability to work both independently and within an interdisciplinary team

Job Duties and Responsibilities

Clinical

- Provides individual or group protocol-based structured psychotherapy, including CBT and CPT, in adherence with the Ontario Structured Psychotherapy (OSP) Clinical training guidelines to provide higher intensity services, as defined through the provincial OSP program standards.
- Provides psychotherapy services virtually, in person or virtually 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 Clinical Coordinator 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.
- Identifies when client needs are no longer in scope of the service offered and works within a stepped care model to ensure appropriate services are based on client needs.
- Works in collaboration with the Clinical Coordinator to arrange step-up or step-down care.
- In consultation with the Clinical Coordinator, provides service navigation and supports for clients who are stepping out of the OSP program.
- Participates in regular clinical consultation meetings to review training goals, application of clinical skills and clinical evaluation with Clinical Coordinators at the frequency outlined in the OSP clinical consultation guide.
- Assisting, precepting and providing support for colleagues, students and others to enhance and further develop clinical practice.

Administrative

- Participates as an active and contributing member of the NOSP team and OSP program team.
- Participates in OSP program team, Adult team and agency staff meetings, actively contributing to discussion, planning and problem solving.

- Provides feedback, suggestions and advice regarding clinical OSP program improvements to the OSP team, including the Regional Training Lead as required.
- Participates in agency change initiatives, actively contributing input to support for success.
- Participates in research and program evaluation projects within the agency and as part of the OSP program.
- Participates in clinical OSP Community of Practice meetings as requested.
- Participates in and contributes to agency-wide activities and initiatives (e.g., committees, working groups, agency planning days, etc.).
- Familiarizes self and works in alignment with agency policies and procedures, Regulatory College Standards and governing legislation.
- 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.

Occupational Health and Safety

- Follow all policies and procedures to ensure personal safety and safety of others.
- Following the principles of the Internal Responsibility System (IRS), report any observed health and safety risks to the immediate manager or designate.

Additional duties as required to support the effective operation of the Adult Services Program and delivery of the Ontario Structured Psychotherapy (OSP) program and related delivery of services to individuals across the District of Thunder Bay.

Qualifications/Requirements

- Bachelor or Master of Social Work degree (Master Degree preferred), or may consider an equivalent combination of education and experience with an ability to be registered with the professional college.
- A 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 (mandatory).
- A minimum of three (3) years' experience is preferred, in a mental health agency providing clinical interventions for individuals.
- Demonstrated knowledge of the science and practice of psychotherapy, specifically CBT and CPT.
- 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 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 diagnostic categories and criteria as listed in the Diagnostic and Statistical Manual of Mental Disorders (DSM-5).
- 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.
- The ability to effectively apply privacy practices within the rural living context.
- Demonstrated commitment to valuing diversity and contributing to an inclusive working and learning environment.
- An understanding of the impacts of intergenerational trauma in the Indigenous community and a sound understanding of culturally relevant approaches in service delivery.
- Strong analytical and reasoning skills to develop and deliver clinically relevant, evidence-based services.
- A commitment to ensuring adherence and fidelity to OSP treatment models and protocols.
- Certification with the Canadian Association of Cognitive and Behavioural Therapies (CACBT) is considered an asset.
- Documented evidence of formal CBT and CPT training with supervision/clinical consultation is considered an asset.
- Applied Suicide Intervention Skills Training (ASIST) is considered an asset.
- Demonstrated ability to work both independently and collaboratively as a member of an interdisciplinary team.
- Advanced skills in oral and written communication.
- Working knowledge of Microsoft Office Suite.
- A valid Ontario Driver's Licence is required. The use of a privately-owned vehicle and appropriate insurance coverage is required.
- Ability to travel across the District of Thunder Bay and/or out-of-District communities, as required.
- Ability to speak French is considered an asset.
- This position may require working flexible hours contingent upon client need.



Interested external applicants should submit a cover letter and current resume to the attention of Candace Davies, Executive Director at careers@nosp.on.ca, referencing the Posting No. found at the top of this posting. These positions will remain posted until filled.

*****This is an equal opportunity position*****

In order to ensure equal opportunity during the recruitment and selection process, NOSP provides accommodations for applicants with disabilities upon request.