

STONEHENGE THERAPEUTIC COMMUNITY

JOB POSTING

**Clinical Lead (Primary & Acute Care)
Full Time Contract (10 months)
Comprehensive Benefit Package Included**

POSITION SUMMARY

The Clinical Lead will provide leadership to staff teams supporting our Community Withdrawal Support Services program, Peer 2 Peer Overdose Response program, and Rapid Access Addiction Clinics. This position will also represent Stonehenge within the community, liaising with community partners and primary/acute care service providers. The Clinical Lead works within a range of community settings including clinics, hospitals and client homes. Travel within Waterloo-Region is required for this role.

RESPONSIBILITIES

Under the supervision of the Clinical Director – Community Services, the Clinical Lead – Primary & Acute Care is responsible for:

Clinical Leadership of Rapid Access Addiction Clinics (RAAC) across Sub-LHIN Regions

- Work with RAAC committees of community partners, WWLHIN Leads, and System Coordinators to support the development of partnerships and processes required to implement and maintain RAACs across Waterloo Wellington
- Take a leadership role in ensuring the effective and efficient delivery of RAAC services in each sub-LHIN Region
- Develop collaboration and consistency between the RAACs across the LHIN, with specific focus on provincial standards, best practices, and effective evaluation of services
- Support ongoing physician and nurse practitioner recruitment

Clinical Leadership of Community Withdrawal Support Services (CWSS) across Sub-LHIN Regions

- Provide program leadership to ensure a regional overarching framework with specific emphasis on provincial standards as they may arise, clinical consistency and best practices across all teams
- Collaborate with House of Friendship to support the delivery of the CWSS as an integrated program in KW and Cambridge.
- Provide ongoing leadership and support to the integrated staff teams across the Sub LHIN to achieve the goals noted above

Clinical Leadership of the Peer 2 Peer Overdose Response Program

- Provide leadership in the development and delivery of all aspects the Peer 2 Peer Overdose Response Program
- Collaborate with peers and participating hospital staff to effectively integrate Peer 2 Peer services into hospital settings
- Provide leadership and support to all staff across the LHIN, ensuring that a regional perspective in service delivery is balanced with identified local needs, and ensuring that best practices in harm reduction and peer service delivery are enacted in the service

For all programs noted above:

- Complete regular clinical and routine administrative supervision for all staff under your supervision (i.e. file audits, etc.)
- Support professional development of staff through coaching, feedback and targeted use of supervision
- Guide clinical/peer decision-making and the management of high-risk situations in partnership with the Clinical Director
- Complete probationary and annual performance appraisals in partnership with the Clinical Director
- Facilitate/participate in clinical team meetings
- Actively cultivate high performance teams, supporting and enhancing a culture of openness, accountability, and mutual respect within and across teams
- Support the hiring process for all roles under your supervision
- Orient and support new staff in understanding role and responsibilities
- Participate in quality assurance processes through the implementation of community program outcome measurement tools and reporting of results (i.e. client satisfaction surveys, retention results, etc.)
- Provide rotating on call support to all Community Services programs as required
- Complete payroll bi-weekly for staff under your supervision
- Build strong relationships with all community partners, attending meetings and representing STC as required
- Work alongside the Leadership Team to support in program and organizational development

Liaison with Primary and Acute Care Providers across Sub-LHIN Regions

- Seek opportunities to develop effective partnerships between primary/acute care providers and Stonehenge Therapeutic Community (STC)
- Collaborate with key partners in the development of innovative solutions to enhance coordinated and collaborative care between STC and primary/acute care providers
- Represent STC at meetings and initiatives focused on enhancing the integration of medical and addiction/concurrent services
- Develop pathways for referral and service between primary/acute providers and the RAAC and CWSS and other services as required

SPECIFIC SKILLS REQUIRED

- Exceptional leadership skills
- Excellent clinical skills and sound clinical judgment
- A high degree of professionalism and integrity
- Ability to effectively supervise a staff team and lead by example
- Ability to remain impartial and non-judgmental when dealing with sensitive and confidential information of staff members
- Excellent communication, interpersonal and relationship development skills
- Excellent time management and organizational skills
- Ability to function well within a fast-paced environment
- Proficient in computer skills including email and Microsoft Office Suite
- Ability to work collaboratively with a range of stakeholders (members of the management team, community partners, clinical teams, clients, etc.)
- Demonstrated ability to work effectively with complex clients in a creative and flexible manner

QUALIFICATIONS

- BSW/MSW or other relevant Masters level qualification in counselling **AS WELL AS** a minimum of 5 years direct clinical work with individuals experiencing addiction and concurrent mental health issues required
- Experience providing clinical supervision and team leadership
- Strong knowledge of addictions theory and practice, withdrawal management, peer-based service delivery and current best practices – particularly concurrent and trauma-informed
- Experience in community-based work a strong asset
- Knowledge of ABI, developmental issues, medical complexity an asset
- Lived experience related to addictions and/or mental health an asset

OTHER REQUIREMENTS

- Valid G driver's license
- Satisfactory Motor Vehicle Record
- CSC Clearance conducted by PWGS Canada
- Standard First Aid/CPR Level C
- Flexible schedule as required to support program delivery
- Own transportation and reliable vehicle required

APPLICATION DEADLINE: **By 4:00 PM on Friday January 25, 2019.**

CONTACT: Please direct your resume and cover letter **via e-mail only** to Human Resources at hr@stonehengetc.com. Please also indicate "Clinical Lead" on the subject line.

Stonehenge Therapeutic Community accommodates the needs of applicants throughout the recruitment process in accordance with the Accessibility for Ontarians with Disabilities Act (AODA) and Human Rights legislation. Should you require it, accommodation can be made at any point, upon request.

We thank all applicants in advance for their interest in this position however only those candidates selected for an interview will be contacted.