

STONEHENGE THERAPEUTIC COMMUNITY

JOB POSTING

Clinical Supervisor – Residential Services Full Time Contract (Maternity Leave Coverage) Comprehensive Benefit Package Included

POSITION SUMMARY

The Clinical Supervisor is responsible to is to oversee a staff team of Counsellors (full time and part time staff), at our Residential treatment centres. In addition to demonstrating strong clinical skills and professional judgment, our ideal candidate will have experience in developing high performing staff teams. Previous experience working in a residential treatment environment and group facilitation skills are essential to this role; experience in the field of addictions is mandatory.

This position works primarily within our residential treatment environment, however work within various community agencies and settings may be required. In order to effectively oversee our staff team, occasional evening and regular weekend work is required.

RESPONSIBILITIES

Under the supervision of the Clinical Director - Residential Services, the Clinical Supervisor is responsible to:

Leadership and Supervision

- Oversee Part-Time Residential Behavioral Counsellors (BCs), Leisure and Learning, and Overnight Counsellor staff including:
 - Supporting professional development of clinical staff through routine supervision
 - Providing coaching, feedback, mentoring and targeted use of supervision as required
 - Complete probationary and annual performance appraisals for all supervisees in consultation with Clinical Director, Residential Services
- Participate in new staff recruitment in conjunction with the HR Manager
- Orient and support new staff in understanding role and responsibilities
- Build and maintain high performance teams
- Guide clinical decision-making and the manage high-risk situations
- Provide on call support and crisis supervision on “off hours”, on a rotational basis, as required
- Facilitate monthly BC meetings
- Participate in all team meetings
- Support and enhance a culture of openness and mutual respect within and across teams
- Attend monthly Leadership Team meeting
- Perform additional responsibilities as required

Ongoing Program Development for Residential Services

- Conduct Therapeutic Community Concepts Training for staff and residents
- Support residential staff in utilizing a TC approach to decision making and interventions

- Work alongside the STC Leadership Team, while utilizing the TC approach, to support program development

Administrative

- Complete regular clinical file audits
- Maintain thorough and accurate supervisions notes and files
- Participate in quality assurance processes such as accreditation and the implementation of residential program outcome measurement tools and reporting of results (i.e. client satisfaction surveys, retention results, etc.)
- Sign off hours for electronic payroll

Succession Planning

- Step in for the Clinical Director- Residential Services during short term absences (holiday coverage, etc.); take on necessary responsibilities and support decision making, per the Succession Plan (Leadership Team) policy
- Move into the position of Clinical Director- Residential Services during long term absences, per the Succession Plan (Leadership Team) policy

SPECIFIC SKILLS REQUIRED

- Ability to plan, develop and implement programming
- Excellent group facilitation, case management and clinical skills with individuals/groups, including containment and crisis intervention skills
- Ability to establish and maintain strong community partnerships
- Familiarity with harm reduction philosophy, opioid substitution treatment and gender-specific best practices as well as concurrent disorders
- Ability to work independently with minimal supervision
- Excellent time management and organizational skills
- Familiarity with the CaseWORKS database system
- The ability to understand the dynamics of offender behaviour and assess their needs and risks
- Exceptional leadership skills; ability to be a role model to the residents within the Therapeutic Community treatment model
- Demonstrated commitment to maintaining professional boundaries and ethical practice
- The ability to demonstrate cultural competence and respect for diversity
- Sound clinical judgement and professionalism
- Ability to supervise and manage staff teams
- Ability to remain impartial and non-judgmental when dealing with sensitive and confidential information of staff team members
- Excellent communication and interpersonal skills
- Ability to function well within a fast-paced environment
- Proficient in computer skills including email and Microsoft Office Suite

QUALIFICATIONS

- BSW/MSW or other relevant Graduate degree in counselling required
- Certified Addictions Counsellor or equivalent would be an asset
- Previous experience in the field of addictions and group skills mandatory
- Previous experience in residential treatment mandatory
- Lived experience related to addictions and/or mental health an asset

- Previous experience working with trauma and concurrent disorders
- Experience providing clinical supervision and team leadership

OTHER REQUIREMENTS

- Valid G Driver's License for a minimum of 3 years (G2 level or greater)
- Satisfactory Motor Vehicle Record
- Reliable Vehicle
- CSC Clearance conducted by PWGS Canada
- Standard First Aid/CPR Level C

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 Supervisor – Residential Services" 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.