

External Job Posting:

Program Supervisor, Children's Mental Health Services

Are you a leader who can lead a team that:

- **is a strong ally to families?**
- **forms meaningful partnerships with families?**
- **has a passion for our youngest children and their families, struggling with complex mental health issues?**
- **is creative and never gives up?**

Carizon will soon launch a new service, working in a new way with a small group of families who have asked for a flexible, accessible, respectful and compassionate service. The team will work with families in their homes, their communities, and their schools. The work will include practical support, making connections to the right supports and services, advocacy and case management, respite support, specialized assessments, day treatment, and supportive counselling and evidence based therapies.

We are searching for a clinical supervisor who can exemplify the qualities needed for this type of work. If it is you, you have deep clinical experience to draw upon and apply to a home and community setting. You are a values based leader, ready to support a multi-disciplinary team to forge this new treatment direction. You are tenacious, resourceful, creative and approachable and able to keep the needs of the families you work with as the driving force of the work.

AGENCY OVERVIEW:

Carizon Family and Community Services specializes in children's mental health, youth engagement and development, family violence services, individual and family counselling, parental support and education, credit counselling, workplace resilience, settlement support and community wellness.

POSITION OVERVIEW:

As a member of the Children's Mental Health leadership team, the **Program Supervisor, Children's Mental Health Services** reports to the Manager, Children's Mental Health. The Program Supervisor, Children's Mental Health Services is responsible for supervision of staff working with an intensive family support team. The Supervisor ensures that all programs and activities within their portfolio operate in alignment with all applicable legislation, Carizon's strategic plan, MCYS reporting requirements, best practices, and professional standards. The Supervisor ensures that programs are evidence based/informed, and that the strategies employed to support our families in achieving their goals are monitored and evaluated on an ongoing basis.

RESPONSIBILITIES:

- Provide regular individual supervision to direct reports, including coaching, mentoring, training, performance management, etc.
- Facilitate team meetings and team consultation sessions
- Provide individual service consultation to staff as needed
- Provide on-call support to the program as required
- Facilitate the development of high functioning teams
- Support, coach and mentor staff to achieve individual, departmental and organizational goals
- Ensure program quality through effective programming, program evaluation and the maintenance of accurate and complete client records

- Be responsible for human resource activities including recruiting, selecting, hiring, orientation and professional development of program staff, in consultation with the Program Manager and Human Resources Department
- Complete annual performance reviews
- Ensure that programs operate within budget, meet all legislative requirements, and maintain licensing and accreditation standards, in consultation with the Program Manager
- Ensure that all identified risks are addressed and managed
- Lead and model in establishing and maintaining positive relationships with families, their support network, community agencies, hospitals, Family and Children's services, schools, community centres, cultural and faith based groups.
- Participate in agency and community committees as required
- Ensure a healthy and safe workplace for staff in accordance with the Occupational Health and Safety Act.
- Approve direct reports time cards- bi-weekly

EDUCATION/KNOWLEDGE/EXPERIENCE:

- A Master's degree in Counselling, Social Work, or a relevant human services area.
- Minimum of five (5) years professional experience including experience working with families who have been impacted by trauma and a variety of mental health challenges.
- Demonstrated ability to work positively and calmly, collaboratively, and in partnership with families who have complex needs and are sometimes in crisis.
- Demonstrated understanding of the opportunities and challenges of supporting a team that is mobile and works with families in their homes and other community settings
- Supervisor experience is an asset, as is leadership or management training
- Experience initiating and sustaining positive partnerships with families, their support networks, community partners, welfare and governmental agencies, schools, community centres, cultural and faith based groups and others. Can demonstrate the ability to leverage these partnerships to support families.
- Experience and ability to work in a family centred, strengths based and trauma informed way and demonstrate an ability to lead a team in a manner consistent with these principles.
- A thorough, advanced understanding of evidence informed/evidence based practices for promoting trauma, attachment, resilience and wellness-based mental health programs services to children, youth and their families
- Demonstrated history of self-directed career growth and the ability to use professional feedback to seek improvements.
- Ability to become an ally to children and their family members, using a respectful, non-judgmental, empathetic and strengths based communication style.

HOW TO APPLY:

Interested applicants are invited to submit their resume (in confidence), before 4:00 p.m. on the last day of this posting to: Human Resources via email: hr@carizon.ca, quoting the competition number in the cover letter and email subject line. *We request that candidates please send their cover letter and resume together as one combined document (Word.doc, PDF etc.).*

**Carizon is an equal opportunity employer and supports workforce diversity. At Carizon, we believe that diversity enriches our performance, clients, services offered, the communities where we live and work, and the lives of our employees. Should you require accommodation during the recruitment process, please contact Human Resources (hr@carizon.ca). While we thank all applicants for their interest, only those candidates selected for an interview will be contacted.*

<u>SALARY:</u> As per salary range	<u>STATUS:</u> Permanent, Full-time	<u>COMPETITION NUMBER:</u> 15-17 (NUC-13)
<u>LOCATION:</u> Kitchener-Waterloo, ON	<u>HOURS OF WORK:</u> 35 hours/week	<u>POSTING PERIOD:</u> April 28-May 17, 2017
<u>EMPLOYEE GROUP:</u> Non- Union	<u>SCHEDULE:</u> TBD	<u>START DATE:</u> ASAP