

**External Job Posting:**

**Children's Mental Health Worker-FASD Specialist**  
**(Encompass FORT)**

**POSITION OVERVIEW:**

The Children's Mental Health Worker – FASD Specialist will work as a member of a collaborative multi-professional team that designs and implements individualized treatment plans for children with social, emotional, and/or behavioural issues related to a diagnosis of Fetal Alcohol Spectrum Disorder (FASD) within the FORT Section 23 classroom for students in grades 2-7.

This is a full-time (35 hours/week) five month contract position.

**RESPONSIBILITIES:**

- Provide direct service to children in the classroom, ensuring that all services are based on holistic practice and an integration of FASD/clinical knowledge, resiliency building methods and trauma informed approaches.
- Build trusting and therapeutic relationships with children and their families that promote wellness, build skills and draw upon individual strengths to help each child do his or her best.
- Approach all work from a child's rights perspective.
- Attend and participate in treatment team meetings including providing ideas and input into the development of client treatment plans.
- Organize and lead structured daily physical/recreational activity, as well as plan and implement structured skill-building therapeutic activities.
- Participate in scheduled treatment conferences.
- Seek opportunities to engage each child's strengths to build skills.
- Contribute to and implement the therapeutic intervention plans as developed through treatment team meetings.
- Use proactive strategies to support the child including setting realistic expectations, changing the structure of the environment, and making accommodations based on the individual child's needs and triggers.
- Work collaboratively as a member of the multi-disciplinary team, respecting the role and expertise of each member.
- Ensure the completion of daily reports and documentation meeting deadlines and ensuring documentation provides all relevant information to inform the treatment.
- Provide support to the child and their school supports during and/or post-discharge, as required.
- May be required to occasionally provide coverage in other on-site Section 23 classrooms and residential programs.
- Must be available to participate in mandatory training/orientation August 22nd to September 9<sup>th</sup>.
- Must be available for professional development opportunities on PD days and school breaks, some flexibility may be possible.
- Maintain current PMAB certification.
- There is a requirement for the incumbent to be able to physically restrain clients when necessary to ensure a safe environment for staff and children.

**KNOWLEDGE/ EDUCATION /EXPERIENCE:**

- Child and Youth Worker Diploma. Applicants with degree in a related field **plus** specific experience with FASD may be considered.
- Knowledge, skills and experience in working with people living with FASD.
- Understanding of the neurological basis of FASD and the subsequent presenting behaviours.
- Willingness to embark on self-directed professional development on Fetal Alcohol Spectrum Disorder, special education approaches, use of visuals, sensory strategies, etc.

- Ability to implement strategies that effectively manage and adjust the environment for clients in order to mitigate and avoid disruptive behaviours where possible.
- Ability to address environmental sensory considerations to ensure that the physical classroom space promotes success for each child and their unique sensory processing issues, where applicable.
- Ability to use a wide range of communication strategies (i.e. verbal, non-verbal, visuals, etc.) to support children with receptive and/or expressive language concerns.
- Ability to assess the individual aptitudes and strengths of each client and use them as a proactive foundation on which to build individual student success.
- Ability to identify triggers and implement proactive strategies to help each child do his or her best, which may include making accommodations, adjusting expectations, or structuring the environment to limit the likelihood of challenging behaviours.
- Ability to tailor expectations and interventions in a way that reflects an understanding that behaviour rooted in neurological differences may or may not be effectively shaped through traditional behaviour modification (i.e. reward/punishment) or cognitive-behavioural approaches.
- Ability to work in multi professional team that values this approach, and sees it as necessary for clients with FASD.
- Ability to provide structure and routine yet be flexible with students' individual needs.
- Ability to assess risk and take appropriate steps to ensure the safety of clients and others.

**QUALIFICATIONS:**

- Ability and desire to collaborate with other professionals and services.
- Excellent communication skills (both oral and written).
- Strong verbal de-escalation skills.
- Ability to mediate and collaboratively resolve conflicts.
- Exceptional organizational skills and ability to work in an environment where juggling multiple demands and priorities is the norm.
- Proven experience working in a fast-paced environment and meeting deadlines.
- Proven experience working independently on own responsibilities as well as within a broader team, providing excellent customer service.
- Excellent interpersonal and conflict management skills.
- Ability to use technology such as computers (i.e. Word, Excel, Outlook), data management systems, and cell phones.

**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](mailto: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.*

<b><u>SALARY:</u></b> As per SEIU collective agreement	<b><u>STATUS:</u></b> Full-time Contract (5 months)	<b><u>COMPETITION NUMBER:</u></b> 57-18 (SEIU-03)
<b><u>LOCATION:</u></b> 1855 Notre Dame Drive, St. Agatha	<b><u>HOURS OF WORK:</u></b> 35 hours per week	<b><u>POSTING PERIOD:</u></b> January 9-16, 2019
<b><u>EMPLOYEE GROUP:</u></b> SEIU Local 1.0n	<b><u>SCHEDULE:</u></b> Weekdays	<b><u>START DATE:</u></b> January 2019