

**External Job Posting:**

**Adult Mental Health Worker**

**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:**

Polaris is a multi-disciplinary team providing support and treatment to families who have one or more children with significant mental health challenges. What Polaris offers to these families is: service coordination; individual, family and group therapy; in-home and respite support, and connection to informal community supports. Their goal is that families will be stronger, healthier, better connected and stay together.

The Polaris Adult Mental Health Worker meets with the adults in these families and provides support, intervention and treatment. They invite adults to support their children's treatment and to receive their own treatment. The Adult Mental Health Worker assists with the coordination of mental health services to the families and with the treatment program for the adults, which may include individual support and therapy, family therapy and group psychoeducation and therapy. This may also include support to adults with respect to service navigation and connections/relationship building with formal and informal supports in the community. They do this work in the office, in family homes and in other community settings.

**RESPONSIBILITIES:**

- Participate in and contribute to the comprehensive assessment of families' needs and desires;
- Assess the mental health and addiction needs of the adult family members;
- Coordinate the services offered to adult family members;
- Advise and support adult family members as they navigate the adult mental health and addictions systems;
- Develop and maintain a comprehensive knowledge of and connections to the local adult mental health and addictions treatment system;
- Provide support and treatment to adults, individually, in families and in groups using a trauma informed motivational interviewing approach and with stage matched interventions;
- Contribute to the Polaris treatment planning process;
- Complete documentation according to the Polaris team practices and Carizon policies.

**REQUIRED CREDENTIALS:**

- Diploma or degree in social work, social service work or a related discipline, or an equivalent combination of relevant education and experience;
- Experience of working with families with children with mental health challenges;
- Experience of providing support and/or treatment to adults with significant mental health/trauma/addiction challenges;
- Knowledge of attachment based developmental trauma and trauma work in general;
- Knowledge of and experience in motivational interviewing and staged matched interventions;
- Knowledge of the local adult mental health and addictions systems, ideally with existing personal connections within these systems and if not with an ability to network effectively;
- Training in or willingness to be training in PMAB, First Aid and CPR;
- Experience in group work.

**ATTRIBUTES:**

- Knowledge of, and a sensitivity to, the common challenges faced by families who are part of the children’s mental health system;
- Has demonstrated a commitment to working in partnership with families. Is sensitive to the fact that families can experience a power imbalance in their relationship with professionals and is committed to redressing this balance;
- Communicates with families naturally in a non-judgmental, honest way that enables family members to know they have an ally;
- Has a flexible work approach, willing and able to adapt as the needs and desires of families change. Can work at the family’s pace, and is resilient enough to hold on until families are ready to act;
- Is a reflective practitioner, open and responsive to feedback from peers and supervisor;
- Some understanding and a willingness to learn about childhood and adolescent development and children’s mental health;
- Some understanding and a willingness to learn about children’s mental health challenges and related conduct, including disruptive, defiant and aggressive behaviour. The ability to use child development theory; attachment theory; trauma-informed therapeutic practices; brain development theory, and social learning theory to help parents and family members to understand their children’s behaviour and build skills to support their children.

**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.*

<p><b><u>SALARY:</u></b> Salary Grade 7 \$23.30 to \$30.27 per hour</p>	<p><b><u>STATUS:</u></b> Permanent, Full-time</p>	<p><b><u>COMPETITION NUMBER:</u></b> 37-19 (NUC-35)</p>
<p><b><u>LOCATION:</u></b> Kitchener/Waterloo</p>	<p><b><u>HOURS OF WORK:</u></b> 35 hours/week</p>	<p><b><u>POSTING PERIOD:</u></b> October 1-18, 2019</p>
<p><b><u>EMPLOYEE GROUP:</u></b> Non- Union</p>	<p><b><u>SCHEDULE:</u></b> TBD</p>	<p><b><u>START DATE:</u></b> TBD</p>