

External Job Posting:

**Child and Family Therapist
Two Positions Available**

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:

The Child and Family Therapist works directly with children and their family members who have been referred to our Children's Mental Health Service. The families have at least one child (ages 5 to 12) with a significant mental health challenge and are in considerable distress. The Child and Family Therapist provides support, assessment, counselling, direct therapeutic treatment and therapeutic experiences to children and their families that foster healing.

As part of the team, the Child and Family Therapist applies their knowledge of child and youth mental health, family systems theory, motivational enhancement theory, trauma, resilience, wellness and attachment to establish a treatment plan in collaboration with the child and family, based on their strengths, needs and desires. The Child and Family Therapist will establish trusting, supportive and creative relationships with the child, their family members and their primary caregivers. They will work with children and families using a variety of treatment modalities in a variety of settings, including the family home and in other community settings. They will be a source of information, guidance and support, a problem-solving partner, an advocate and an encourager for these families.

We have two positions available, one permanent full-time (35 hours/week) and one contract (approximately one year in duration) full-time.

RESPONSIBILITIES:

- Meet with children and their family members in their homes, in other community settings and in the Carizon office
- Orient family members to our services
- Facilitate families' engagement in the service through the use of a variety of communication styles and therapeutic skills, including active listening, empathic support, honest and transparent communication, motivational interviewing, persistence, collaborative goal setting and a flexible approach
- In partnership with family members, identify and assess the strengths, needs, desires, goals and risks of the family
- In partnership with family members, design flexible treatment plans that address their identified needs
- Work in partnership with family members to develop and implement therapeutic treatment approaches that best meet the needs and comfort level of the family
- Provide therapeutic interventions based on Carizon's children's mental health services philosophy, which integrates wellness knowledge, resilience building methods and attachment and trauma informed principles
- Communicate the needs and progress of families to fellow members of our program, so that the teams' resources can be planned and mobilized to serve families
- Provide ongoing service coordination, lead/attend treatment/case conferences, work in partnership with other service providers and engage in collaborative, community-based problem solving as needed
- Take part in all therapeutic and administrative planning meetings
- Complete all documentation and reporting as per the program standards in a timely manner
- Promote the services of Carizon in a variety of settings

- To always perform work safely and in compliance with the Occupational Health and Safety Act (OHSA)

REQUIRED CREDENTIALS:

- Master’s degree in a relevant discipline and registration with the applicable College (e.g. OCCSSW, College of Psychotherapy, etc.).
- Minimum of three (3) 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.
- 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 detailed knowledge of the local formal and informal support services;
- Has a flexible work approach, willing and able to change as the needs and desires of families change. Is able to work at the families’ pace, and is resilient enough to hold on until families are ready to take action
- Is a reflective practitioner, open and responsive to feedback from peers and supervisor
- Sound understanding of children’s behaviours, including disruptive, defiant and aggressive behavior
- 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 behaviours and build skills to support their children
- 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.

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.*

<p><u>SALARY:</u> Salary Grade 9 \$28.56 to \$34.84 per hour</p>	<p><u>STATUS:</u> 1 - Permanent, Full-time 1 – Contract Full-time</p>	<p><u>COMPETITION NUMBER:</u> 64-19 (NUC-62)</p>
<p><u>LOCATION:</u> Kitchener/Waterloo</p>	<p><u>HOURS OF WORK:</u> 35 hours/week</p>	<p><u>POSTING PERIOD:</u> September 30-October 18, 2019</p>
<p><u>EMPLOYEE GROUP:</u> Non- Union</p>	<p><u>SCHEDULE:</u> TBD</p>	<p><u>START DATE:</u> TBD</p>