



JOB POSTING: ADDICTION SERVICES CENTRAL ONTARIO - JOB POSTING 2023.38FT

CLINICAL SUPERVISOR – PERMANENT FULL-TIME

Addiction Services Central Ontario (ASCO) is a charitable, community-based addiction services organization with its main office located in Aurora, Ontario and provides programs and services in York Region, South Simcoe and some parts of Toronto. To better reflect the people and communities we serve, our name has changed from Addiction Services for York Region to Addiction Services Central Ontario. Be sure to visit our website: <https://helpwithaddictions.ca>.

ASCO unites to offer hope and promote recovery through outstanding service and innovation. Addiction Services Central Ontario takes pride in its passion for client service. Each day presents new opportunities to demonstrate leadership and expertise in addictions to the community. ASCO embraces a holistic, biological, psychological, social and spiritual approach to addiction. A holistic approach places the person at the centre. The agency uses a harm reduction approach in addiction treatment and equally respects individuals who choose abstinence or harm reduction. ASCO's four strategic priorities are: Organizational Excellence, Building Awareness, Service Expansion and Strategic Partnerships and Collaborations.

Addiction Services Central Ontario is seeking a highly motivated and energetic individual for the position of **Clinical Supervisor**. Reporting to and working in collaboration with the Clinical Director or their delegate, providing clinical leadership and supervision to clinical staff and providing leadership in the development and implementation of clinical services, while supporting increasing awareness of addictions. This role focuses primarily, but not limited to, the Psycho-Social and Peer Support aspects of ASCO's pharmacotherapy program.

About the Opportunity

This is a Permanent Full-time position, for 35 hours per week, working at least one evening per week, providing services throughout York Region, North York and South Simcoe. Weekend work is also expected (i.e. some Saturdays).

This position will be based out of the ASCO North York location and will require 2 days on-site, in addition, the incumbent will be expected to travel to other ASCO offices within York Region and North York. Ideally, the incumbent will be familiar with and understand the needs of the various communities and neighborhoods we serve. This position, and will work closely with the agency's partners, as requested, to assist the agency in achieving the goals set out by the agency, OHT's and/or the funder.

ASCO is required to follow all public health and provincial directives as well as of those of our Ontario Health Team partners as related to the pandemic and other health issues that may come forward, including but not limited to vaccination requirements.

This position offers:

- Competitive Salary
- 3 weeks' Vacation to start; 4 weeks after one (1) year of continuous service

- HOOPP Pension Plan for Full-time and Part-time permanent staff
- 3 Flex Days to be taken throughout the year
- 15 days' Paid Personal time
- Education Allowance provided up to \$300 per fiscal year
- 5 Education Days per fiscal year provided for personal and professional development
- Comprehensive Benefits package
- Employee Assistance Plan
- Various employer-paid training programs
- Mileage reimbursement when required
- Free on-site parking

Duties and Responsibilities include but are not limited to:

1. Supervisory Responsibilities

- As an experienced clinician, the Clinical Supervisor oversees the provision of clinical services to agency clients including, but not limited to: assessment, case formulation and feedback, treatment plan goal-setting, coordination of agency education groups, life skills teaching, counselling and therapeutic services, crisis intervention, consultation, case management and referral. This Clinical Supervisor will impart their clinical expertise in a variety of areas, and may include youth and their families, case management, , concurrent disorders, outreach, safe beds, working with individuals who are precariously housed or homeless, community outreach, working with women who are pregnant and/or have young children, addictions withdrawal management services, problem gambling, working with adults, working in our pharmacotherapy program and quality improvement, among others.

2. Clinical Supervisory Responsibilities

- Ensures clinical services that are consistent with the agency's goals and objectives are provided through the supervision of clinical staff.
- Provides regular supervision to members of the agency's clinical team including the periodic evaluation and development of clinical competence of individual staff.
- Supervises Psycho-Social and Peer Support team members that are working in multiple clinics offering pharmacotherapy services, e.g., Rapid Access Addictions Medicine (RAAM) Clinics and Community Addiction Clinics (CAC).
- Supports and directs Peer Support staff working in ASCO's pharmacotherapy program.
- Establishes and maintains close partnerships with hospital partners, health service providers in the community and community agencies.
- Collaborates with Nurse Practitioner team and Director of Nursing to advance Addiction Withdrawal Management Services (AWMS) program goals.
- Provides support and direction to clinical staff in their management of agency clients' complex needs.

- Provides generally 1.5 hours of clinical supervision biweekly to each clinical staff on their team.
- Supports staff coverage at all RAAM Clinics and Community Addiction Clinic sites and directs the daily work of the Administrative, Psycho-Social and Peer Support staff working at the various sites.
- Supervises and provides guidance and direction to Peer Support staff working in the pharmacotherapy program.
- Collaborates with the Clinical Leadership Team to ensure high quality education groups are developed and implemented in response to client needs and feedback.
- Supports and provides clinical supervision, as requested, to the Establishment of a Community of Practice for staff who are facilitating groups.
- Attends Meta-Phi sessions and other sessions related to pharmacotherapy programs regularly when possible.
- Actively participates in interview and selection process of candidates for their team/s.
- Facilitates or co-facilitates team supervision regularly.
- Ensures that clinical staff demonstrates the professional standards and ethics appropriate to the delivery of the agency's services.
- Collaborates with the Clinical Leadership Team to provide training and support to clinical staff in the areas of general social work, psychotherapy practice and community addictions treatment.
- Collaborates with the Leadership Team in the development, implementation and review of policies, protocols, guidelines and procedures.
- Collaborates with the Leadership Team in providing advice and recommendations to the Executive Director and Senior Management Team.
- Collaborates with the Leadership Team in providing advice and recommendations to the Clinical Director.
- Ensures agency's program and services are conducted with an Anti-Oppression and Anti-Racism (AOAR) framework and through an AOAR lens.
- Supports the Clinical Director and the Director, Quality Assurance in quality improvement (QI) initiatives in planning, designing, implementing and maintaining a strong quality improvement culture within the agency.
- Collaborates with the Operations Manager in ensuring that requested reporting information is submitted in a timely manner.
- Participates in QI meetings, as requested.

- Supports the development and tracking of results of QI initiatives.
- Other duties as assigned.

3. Program Development and Evaluation

- Collaborates with the agency's clinical leadership in the continuous clinical development of current agency programs and services.
- Provides leadership, as assigned, in the development and implementation of new clinical programs and services.
- Actively participates in the evaluation of the agency's programs and services; implements and supports changes to the agency's programs and services, as determined by the Senior Management and Leadership Teams.
- Ensure agency's programs and services are conducted with an Anti-Oppression and Anti-Racism (AOAR) framework and through an AOAR lens.
- Other duties as assigned.

Qualifications

- Minimum Master's level University Degree in one of the social sciences or a health related discipline
- Minimum 5 years of clinical experience providing direct services to individuals
- Minimum 2 years of clinical supervisory experience; 3-5 years, an asset
- Minimum 2 years' experience in withdrawal management practices
- Membership in good standing and with no restrictions in an appropriate regulatory college under the Regulated Health Professionals Act. (ex: College of Registered Psychotherapists of Ontario, Ontario College of Social Workers and Social Service Workers, Registered Nurses Association of Ontario, College of Occupational Therapists of Ontario)
- Solid experience and awareness of the needs of working in very marginalized communities and with marginalized populations
- Solid experience working with individuals with various needs, and from various diverse backgrounds, socio-economic status, cultures and their family systems.
- Skills and experience in program development
- Significant knowledge and experience working with a range of clients presenting with substance use and concurrent disorders
- Solid experience and awareness of the needs of working in very marginalized communities and with marginalized populations
- Knowledge and proven ability in the following areas:
 - Participation and provision of leadership: i.e.: exposure to leading other people in various settings, solid experience in providing clinical supervision to other clinicians, strong communication skills, ability to motivate others, dedication to team & agency goals, ability to inspire people, good team builder
 - Knowledge and understanding of the role of professional staff in a community setting to ensure clinical practice meets professional standards and ethics
 - Experience in conducting addiction assessment, applying various treatment modalities, including systemic intervention.

- Experience in couple and/or family counselling and/or group work, a definite asset.
 - Coordination of team activities in the area of client service delivery and public education
 - Promotion of inclusivity across the various levels of a social services agency and/or health service provider
 - Demonstrated ability to work with and/or participate in, other community initiatives
 - An understanding of Ontario Health Teams, an asset
 - Excellent presentation and public speaking skills
- Significant knowledge and understanding of withdrawal management, addictions and mental health interventions
 - Sound knowledge of community resources
 - Solid understanding of the nature of rural community systems
 - Exceptional interpersonal and organizational skills
 - Excellent English communication skills, both written and verbal
 - Ability to provide services in French and any additional languages a definite asset
 - Sound problem solving and decision making skills
 - Ability to work independently and co-operatively as part of a larger team
 - Ability to work outside of business hours, as required
 - Working knowledge of e-health record and/or client data management systems, a definite asset.
 - Thorough knowledge and understanding of legislation (PHIPA, PIPEDA, Mental Health Act, etc), and other relevant legislation
 - Ability to work at least one evening a week and some Saturdays

Other requirements

- Successful Police Vulnerable Sector Check, as per agency policy and procedures
- A valid driver's license and daily access to an insured vehicle

Please apply by sending your resume and cover letter detailing what interests you about this opportunity and experience you have that sets you apart from others. Internal Applicants can apply by logging onto ADP, go to Myself > Talent > Career Centre. External Applicants: [Apply Here](#). **Deadline: until Filled**

The process we will undertake to recruit for this role includes:

- Initial screening of resumes and covering letters
- Those who are successful in moving through the initial screening process, will be asked to participate in a brief telephone interview
- Those who are successful in the telephone interview will be asked to attend a face-to-face interview to gain a better understanding of the role, as well as, provide you the opportunity to discuss how your experience fits well with this opportunity.

We are an equal opportunity employer and welcome applications from diverse individuals who self-identify on the basis of any of the protected grounds under the Human Rights Code, and we encourage you to reflect upon the diversity you would bring to this role within your application. We are wholly committed to integration and to building a diverse, inclusive, accessible and respectful workplace where every employee has a voice and is given the opportunity to fully contribute, ensuring an equal employment environment without discrimination or harassment, while maintaining the independence of individuals and removing barriers to accessibility in the workplace. We remain committed to full compliance with the Human Rights Code,

the Accessibility for Ontarians with Disabilities Act, the Occupational Health and Safety Act, and all other applicable legislation.

ASCO is committed to diversity within its community and especially welcomes applications from racialized persons/ persons of colour, women, Indigenous people, persons with disabilities, LGBTQ2 persons, and others who may contribute to the further diversification of ideas. Applicants who require special accommodation in order to complete their application/ interview are encouraged to contact our HR representative of the accommodation measures required which will enable you to be interviewed in a fair and equitable manner. Information received relating to accommodation measures will be addressed confidentially.

WE WELCOME ALL APPLICATIONS, HOWEVER ONLY THOSE SELECTED FOR AN INTERVIEW WILL BE CONTACTED