



## **EMPLOYMENT PACKAGE:**

The following employment package contains information to apply for the **Indigenous Social Worker – Full Time, Contract (up to 12 months)** position.

### **The package contains (for your information):**

1. Job Posting
2. Job Description “Indigenous Social Worker”
3. Employment Application
4. Scenario Questions
5. Job Applicant Screening Form

### **Requirements for submission:**

1. Applicant’s Resume & Cover Letter
2. Completion of Employment Application
3. Completion of Scenario Questions (3)
4. Completion of Job Applicant Screening Form

**POSTING: Indigenous Social Worker**  
**Full Time – Contract (up to 12 months): 35 hours/week**

If you want to work with a community leader in mental health and addictions services, then come work with us! As a recovery-oriented and people focused organization, we utilize evidence-based and best practices, through a psychosocial rehabilitation approach. We are proud of our positive and fair work-place culture, where staff have opportunities for learning and development. We value staff and offer work-life balance with a generous vacation package, benefits and pension plan. We are looking for motivated team players with a desire to make a difference!

**RESPONSIBILITY:**

Reporting to the Program Coordinator, the Indigenous Social Worker (ISW) will work within the context of a managed alcohol, client centred, harm reduction, residential program called the Harm Reduction Home (HRH). Within an interdisciplinary team the ISW has expertise in Indigenous social welfare, healing and wellness, theories and practices. The ISW will assist and coordinate cultural services and coordinate cultural support to individuals in their preferred choice of health services and needs. The ISW will provide psycho-social rehabilitation and assessments, goal-setting, care plans and traditional teachings to residents of the HRH.

The ISW will be required to work days, evenings and weekends as required.

**QUALIFICATIONS:**

**Education requirements:**

- Completion of Bachelor of Indigenous Social Work degree
- Evidence of capacity to work from a harm reduction framework
- Certified in First Aid & CPR
- Certification in NVCI, Mental Health First Aid, and ASIST an asset

**Experience:** Minimum 2 years related experience working with both Indigenous and non-Indigenous homeless and marginalized populations. Minimum 2 years' experience working in the mental health/addictions field or with marginalized populations is an asset.

**Language requirements:** Fluency in English is required. Fluency in French is an asset. Priority will be given to candidates who are bilingual in French and English as per our French Language Service Plan. Proficiency in both official languages is essential for 50% of these positions. Proficiency in Anishnaabe is an asset.

**Professional designation/certification (options):**

- i. Registration, in good standing, with a regulating professional body (e.g. OCSWSSW), or working towards registration;
- ii. Certification, in good standing, with a professional certifying organization\* within health or social service fields (e.g. CPRRP from PSR Canada), or working towards certification.

**SALARY RANGE: \$23.51 – 29.39 /hr**

**UNION MEMBERSHIP:** This position is included within the collective bargaining unit, (Ontario Public Service Employees Union, Local 666).



Canadian Mental  
Health Association  
Sudbury/Manitoulin  
Mental Health &  
Addiction Services

Association canadienne  
pour la santé mentale  
Sudbury/Manitoulin  
Services de santé mentale  
& de toxicomanie

**LOCATION:** Harm Reduction Home

**TO APPLY:** Please complete the employment package available at <http://sm.cmha.ca/get-involved/careers/> and submit to the attention of Human Resources:

By email: [recruitment@cmha-sm.on.ca](mailto:recruitment@cmha-sm.on.ca)

By Fax: 705-675-7247 to the attention of: John Georgievski (marked "CONFIDENTIAL")

**DEADLINE:** The deadline for accepting applications is April 10, 2020 by 12:00pm.

**INTERVIEW DATE:** April 2020

- *Canadian Mental Health Association-Sudbury/Manitoulin (CMHA-S/M) offers competitive benefits including vacation, extended health and dental benefits (paid jointly by the employer and employee), and a pension plan through HOOPP which is currently is 6.9% of your annualized earnings up to the Year's Maximum Pension Earnings (YMPE) and 9.2% of your annualized earnings above the YMPE.*
- *CMHA-S/M is an equal opportunity employer. CMHA-S/M follows AODA legislation and supports persons with disabilities with accommodations. Please notify us if you have any accessibility requirements.*
- *CMHA-S/M is a unionized work environment through the Ontario Public Service Employees Union (OPSEU).*
- *If French language proficiency is a requirement of this position, an informal, French language evaluation will be conducted prior to hire.*
- *Personal information submitted will be used for the purpose of determining suitability for this/these positions only.*
- *All applicants are thanked for their interest; however, only those selected for an interview will be contacted.*

## **AVIS D'EMPLOI : Technicien / Technicienne en travail social autochtone Contrat à temps plein jusqu'à 12 mois, 35 heures par semaine**

Si vous désirez travailler avec un chef de file communautaire des services de santé mentale et de toxicomanie, venez travailler avec nous ! En tant qu'organisme axé sur la réadaptation et les personnes, nous faisons appel à des pratiques exemplaires et fondées sur les preuves pour mettre en œuvre une approche de réadaptation psychosociale. Nous sommes fiers de notre milieu de travail positif et juste, dans lequel les employés ont l'occasion d'apprendre et de se perfectionner. Nous apprécions nos employés et leur offrons un bel équilibre travail-vie, ainsi qu'un généreux régime de vacances, d'avantages sociaux et de retraite. Nous sommes à la recherche de personnes motivées, ayant un esprit d'équipe et un réel désir de faire une différence!

### **RESPONSABILITÉ :**

Relevant du coordonnateur / de la coordonnatrice du programme, le technicien / la technicienne en travail social autochtone travaillera dans le contexte d'un programme résidentiel de gestion de la consommation de l'alcool et de réduction des méfaits, axé sur le client, que l'on appelle la Maison de réduction des méfaits. Le technicien / La technicienne en travail social autochtone participera à une équipe multidisciplinaire. Il / Elle doit posséder une grande expertise dans les domaines de la protection sociale, de la guérison et du bien-être des peuples autochtones, ainsi que bien connaître les théories et les pratiques connexes. Le technicien / La technicienne en travail social autochtone appuiera et coordonnera les services culturels et coordonnera le soutien culturel offert aux personnes en fonction de leurs choix individuels de services de santé et de leurs besoins. Il / Elle assurera la réadaptation et les évaluations psychosociales, établira des objectifs, élaborera des plans de soins et présentera des enseignements traditionnels pour les résidents de la Maison de réduction des méfaits.

Le technicien / La technicienne en travail social autochtone devra travailler le jour, en soirée et les fins de semaine, selon les besoins.

### **QUALIFICATIONS :**

#### **Exigences en matière d'étude :**

- Posséder un baccalauréat en service social autochtone.
- Avoir la capacité de travailler dans le cadre d'une perspective de réduction des méfaits.
- Détenir un certificat de secourisme et de réanimation cardiorespiratoire.
- De préférence, détenir une accréditation en intervention non violente en cas de crise et en premiers soins en santé mentale, ainsi qu'avoir une formation appliquée en techniques d'intervention face au suicide.

**Expérience :** Posséder au moins deux (2) années d'expérience pertinente à travailler avec les sans-abri et les personnes marginalisées autochtones et non autochtones. Préférentiellement, posséder au moins deux (2) années d'expérience à travailler dans les domaines de la santé mentale et de la toxicomanie ou avec des personnes marginalisées.

**Exigences linguistiques :** Une maîtrise de l'anglais est requise et une maîtrise du français est considérée comme un atout. La priorité sera donnée aux candidats bilingues (français et anglais) selon notre plan de services en français. La maîtrise des deux langues officielles est essentielle pour 50 % de ces postes. La compétence en anishnaabe est un atout.

**Désignation ou reconnaissance professionnelle (options) :**

- i. Inscription, en règle, auprès d'un organisme de réglementation professionnelle (p. ex., OCSWSSW), ou préparation à l'inscription;
- ii. Membre, en règle, auprès d'un organisme professionnel de certification dans les domaines de la santé ou des services sociaux (p. ex., CPRRP de PSR Canada), ou en voie de certification.

**ÉCHELLE SALARIALE : De 23,51 \$ à 29,39 \$ l'heure**

**ADHÉSION SYNDICALE :** Ce poste est inclus dans l'unité de négociation collective (Syndicat des employées et employés de la fonction publique de l'Ontario, section locale 666).

**LIEU :** Maison de réduction des méfaits

**POUR FAIRE UNE DEMANDE:** veuillez remplir le dossier d'emploi disponible sur <http://sm.cmha.ca/get-involved/careers/> et le soumettre à l'attention des ressources humaines:

Par courriel: [recruitment@cmha-sm.on.ca](mailto:recruitment@cmha-sm.on.ca)

Par télécopieur: 705-675-7247 parvenir à l'attention de John Georgievski (CONFIDENTIEL)

**DATE LIMITE :** Nous accepterons les candidatures jusqu'à midi 10 avril 2020.

**DATE DES ENTREVUES :** avril 2020

- *L'Association canadienne pour la santé mentale – Sudbury/Manitoulin (ACSM – S/M) offre des avantages sociaux concurrentiels, y compris des vacances, une assurance maladie complémentaire, une assurance dentaire et un régime de pension par l'entremise du Healthcare of Ontario Pension Plan (HOOPP).*
- *L'ACSM – S/M est un employeur souscrivant au principe de l'égalité d'accès à l'emploi. Elle respecte la Loi sur l'accessibilité pour les personnes handicapées de l'Ontario et appuie les personnes handicapées en leur offrant des mesures d'adaptation. Veuillez nous indiquer si vous avez des exigences en matière d'accessibilité.*
- *L'ACSM – S/M est un milieu de travail syndiqué par l'entremise du Syndicat des employées et employés de la fonction publique de l'Ontario (SEFPO).*
- *Si la maîtrise du français est une exigence de ce poste, une évaluation informelle des capacités en français sera effectuée avant l'embauche.*
- *Les renseignements personnels soumis ne serviront qu'à établir votre admissibilité à ce poste.*
- *Nous remercions tous les candidats pour leur intérêt. Toutefois, nous ne communiquerons qu'avec les personnes choisies pour une entrevue.*



Canadian Mental  
Health Association  
Sudbury/Manitoulin  
Mental Health &  
Addiction Services

Association canadienne  
pour la santé mentale  
Sudbury/Manitoulin  
Services de santé mentale  
& de toxicomanie

## **INDIGENOUS SOCIAL WORKER – MANAGED ALCOHOL PROGRAM**

**INCUMBENT: 1 FTE Vacant**

**REPORTS TO:** Program Coordinator, Harm  
Reduction Home

**PROGRAM:** Harm Reduction Home

**APPROVED BY:** Board of Directors

**DATE APPROVED:** March 2020

**HOURS:** 35 hours/week

### **POSITION SUMMARY:**

Reporting to the Program Coordinator, the Indigenous Social Worker (ISW) will work within the context of a managed alcohol, client centred, harm reduction, residential program called the Harm Reduction Home (HRH). Within an interdisciplinary team the ISW has expertise in Indigenous social welfare, healing and wellness, theories and practices. The ISW will assist and coordinate cultural services and coordinate cultural support to individuals in their preferred choice of health services and needs. The ISW will provide psycho-social rehabilitation and assessments, goal-setting, care plans and Anishnaabe traditional teachings to residents of the HRH.

The ISW will be required to work days, evenings and weekends as required.

### **ESSENTIAL JOB RESPONSIBILITIES:**

#### **1. Resident Care**

- Provide supportive counselling utilizing both Indigenous and mainstream approaches.
- Support Indigenous culture and values with Anishnaabe traditional teachings in both group and individual sessions.
- Assist residents in assessing their readiness for change in any of the four recognized rehabilitation environments: living, learning, working and/or social.
- Creating care plans and monitoring compliance in collaboration with the resident's cultural and health needs.
- Promotes respect and dignity; and works within a resident centered, strength based approach.
- Demonstrate harm reduction and recovery oriented practice (ROP) philosophy and practices within daily work and interactions
- Intervene to crisis as necessary and work to intervene before a crisis escalates and provide appropriate follow-up.
- Participates in the safety of the program participants at all times.



## 2. Program Support

- Provide case management support as needed.
- Establish and maintain appropriate working relationships with local Aboriginal Health Access Centre and Friendship Centre as well as non-Aboriginal service providers.
- Attends and contributes to medical/resident rounds as required.
- Communicate with the Registered Nurse when acute medical issues arise.
- Minor Cleaning/Sanitation duties as per shift rotation.

## 3. Education Programming and Activities

- Participates in cultural services, program development and delivery based on resident's needs
- Organizing and conducting direct skill teaching with tenants.
- Facilitates support with resident when required in accessing outside activities/appointments.

## 4. Other

- Works to achieve the agency and program goals
- Maintains and collects appropriate records of data, research and interactions as per agency guidelines.
- Orientates new staff and mentors/precepts students
- Attend enhanced learning opportunities and educational sessions when offered.
- Identifies residential issues and actively works towards resolution.

## 5. Qualifications

### Education requirements:

- Completion of Bachelor of Indigenous Social Work degree
- Evidence of capacity to work from a harm reduction framework
- Certified in First Aid & CPR
- Certification in NVCI, Mental Health First Aid, and ASIST an asset

**Experience:** Minimum 2 years related experience working with both Indigenous and non-Indigenous homeless and marginalized populations. Minimum 2 years' experience working in the mental health/addictions field or with marginalized populations is an asset.

**Language requirements:** Fluency in English is required. Fluency in French is an asset. Priority will be given to candidates who are bilingual in French and English as per our French Language Service Plan. Proficiency in both official languages is essential for 50% of these positions. Proficiency in Anishnaabe is an asset.

### Professional designation/certification (options):

- i. Registration, in good standing, with a regulating professional body (e.g. OCSWSSW), or working towards registration;
- ii. Certification, in good standing, with a professional certifying organization\* within health or social service fields (e.g. CPRRP from PSR Canada), or working towards certification.

(\*Organization must have a written code of ethics, core values and standards that are consistent with those of CMHA-S/M. Certification must require members to meet a core set of competencies, have a requirement for continuous learning to maintain certification and be approved by CMHA-S/M.)



## JOB SPECIFIC COMPETENCIES

The following competencies are required for this position:

<b>Teamwork and Collaboration</b>	Expresses positive expectations of others in terms of their abilities, expected contributions and responsibilities. Speaks of team members in positive terms. Is looked to by colleagues as a valuable source of information. Collaborates with others and from outside own area of expertise for ideas and opinions to help form specific decisions or plans. Promotes team collaboration and an atmosphere of interdependence.
<b>Integrity</b>	Upholds clear ethical standards that are broadly respected within the agency and with outside partners. Holds self-accountable for professional behaviour. Is able to make thoughtful judgements and reasoned decisions when ethical standards are in conflict.
<b>Coping</b>	Able to maintain a mature problem-solving attitude while dealing with interpersonal conflict, hazardous conditions, personal rejection, hostility or time demands.
<b>Perceptivity</b>	Able to interpret verbal and non-verbal behaviour; to develop accurate perception and understanding of others feelings, need, values and opinion; to be sensitive to and aware of personality differences and conflicts.
<b>Assertiveness</b>	Able to maturely express one's feelings and opinions in spite of disagreement: accurately communicate to others regardless of their status or position.
<b>Interaction</b>	Able to communicate with others in a warm and helpful manner while simultaneously building credibility and rapport.

NOTE: This job description is not intended to be all-inclusive. Employee may perform other related duties as assigned to meet the ongoing needs of the organization