



**North Eastman Health Association Inc.
Job Description**

Clinical Psychologist

Position Summary

The incumbent provides psychology services to the target population as defined by identified needs and strategic direction of NEHA. The incumbent works as an integral member of the Mental Health Team and Primary Health Care Team towards meeting the vision, mission and goals of NEHA. Psychology services are provided to all ages across the lifespan (children and adolescents, adults and elderly persons).

Reports to: Director, Mental Health Services

Union: MGEU – Technical Professional

Qualifications:

1. Education & experience
 - Completion of formal training with a Ph.D. or Psy.D. in Psychology with specialty training in clinical psychology, completion of practicum, doctoral internship, and post doctoral year of clinical supervision; registered or registrable with the Psychological Association of Manitoba.
 - Three to five years experience in providing psychological assessment and treatment of individuals across the life span with a wide range of emotional issues and mental illness. Experience in dealing with diverse cultural backgrounds, Aboriginal in particular, is an asset.
2. Knowledge, Skills and Abilities
 - Demonstrated communication abilities, both written and oral;
 - Ability to work independently
 - Ability to maintain positive working relationships.
 - Ability to work as part of a team.
 - A valid driver's license and vehicle is required.

Position Duties and Responsibilities:

A wide range of activities and responsibilities including: completion of detailed psychological assessments; consultation and monitoring of client treatment with staff; clinical supervision of staff; individual/group treatment; education of staff and students and administrative duties. These functions are consistent with established philosophy, objectives, policies and procedures and the practice standards of the profession of Psychology outlined in the Standards of Professional Practice of Psychology and the ethical guidelines of the Canadian

Psychological Association and other relevant codes of conduct and practice as endorsed and sanctioned by the Psychological Association of Manitoba.

Clinical Consultation/Supervision

- 1.1 Provide clinical leadership to the Community Mental Health Program.
- 1.2 Provide direct and indirect supervision to the Community Mental Health Workers regarding case management and clinical interventions.
- 1.3 Provide clinical consultation to other teams upon request and availability.
- 1.4 Provide clinical resource material to Community Mental Health Workers as per identified learning needs.
- 1.5 Participate in establishing the focus and goals of the Community Mental Health Program in conjunction with the Director and the Management Team.
- 1.6 Facilitate the ongoing development and implementation of clinical services with program managers, program director and clinical staff by regularly reviewing program needs.
- 1.7 Participate in the development of a service delivery model in North Eastman region for individuals affected by Fetal Alcohol Spectrum Disorders (FASD).
- 1.8 Provide clinical consultation to the FASD Coordinator.

Client Treatment Planning & Delivery

- 2.1 Provide direct service to clients and document interventions.
- 2.2 Monitor response to treatment and document same.
- 2.3 Provide individual, group and/or family therapy as availability permits.
- 2.4 Assess risk level and employ principles of non-violent crisis intervention when identifying, defining and evaluating severity of situation.
- 2.5 Provide assessment and treatment recommendations for individuals affected by FASD.

Participate In Multidisciplinary Team

- 3.1 Attend Mental Health Team staff/program meetings.
- 3.2 Provide information/consultation to team in areas of expertise, skill and knowledge in problem solving regarding clinical issues.
- 3.3 Represent Mental Health at designated management meetings.
- 3.4 Participate in management planning meetings upon request.

Education/Professional Development

- 4.1 Identify staff training needs.
- 4.2 Promote education and professional development through coordination and provision of forums, seminars and in-service opportunities to Mental Health and other allied health staff and community partners.
- 4.3 Facilitate development and understanding of positive norms that create a therapeutic milieu.
- 4.4 Give presentations to community groups upon request and availability.
- 4.5 Upon request, provide clinical supervision to psychology interns, practicum students and trainees.

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- 4.6 Maintain own clinical competence through participation in professional development opportunities.
 - 4.7 Facilitate the evaluation and review of clinician clinical practice and provide feedback to Director.
 - 4.8 Attend required staff training as assigned.

Administrative Duties

- 5.1 Participate in clinical management meetings.
- 5.2 Upon request, participate in organizational development and committee representation.
- 5.3 Maintain current licensing standards and registration with the Psychological Association of Manitoba.
- 5.4 Collect and record pertinent statistical data of a personal nature, example: time sheets.

Workplace Safety and Health

- 6.1 Provides a safe environment by ensuring the adherence to Workplace Safety and Health Regulations and Policies and Infection Control Guidelines. Obeys all safety and health rules and follows recommended Safe Work Procedures. Informs supervisor of any unsafe acts, work conditions, incidents, near misses, injuries or illnesses immediately.
- 6.2 Demonstrates a working knowledge of Workplace Hazardous Materials Information Systems (WHMIS) and adheres to procedures for handling and storing controlled substances as described in the Material Safety Data Sheets (MSDS). Uses personal protective equipment as required.
- 6.3 Demonstrates understanding of role and responsibilities in fire prevention and disaster preparedness and participates in safety and health training programs including the health facility's Fire, Disaster and Evacuation Plan.

Perform other related duties as assigned, not exceeding skills and capabilities.

Revised: August 18, 2009

Approved by: _____ Date
Director, Mental Health Services

Approved by: _____ Date
Vice-President, Programs & Services

Reviewed by:

Director, Human Resources

Date
