

Looking to Make a Difference?



## **NIMKEE NUPIGAWAGAN HEALING CENTRE**

### **DIRECTOR OF CLINICAL PRACTICE**

**Full Time Opportunity**

**LOCATION: Muncey, Ontario**

*Nimkee NupiGawagan Healing Centre is a leading holistically based residential treatment centre in addictions, solvent use and abuse for all youth from Indigenous communities nationally. The seven Grandfather teachings form the cornerstone for our program: Respect, Love, Honesty, Bravery, Humility, Wisdom and Truth. The benefits for participants are empowerment, inner discipline and belief in self.*

### **JOB SUMMARY**

The Director of Clinical Practice is responsible for the overall clinical delivery of care and service to youth and ensures compliance with internal and external standards of practice, legislative and regulatory obligations and monitors the overall progress of youth participants toward stated treatment outcomes. Act as the principle Child Advocate for youth in program at NNHC with external stakeholders; while providing direct leadership and management of the clinical team that includes Youth Program Managers, Youth Counsellors, a Learning Specialist and an Intake/Outreach Coordinator in a residential setting the incumbent models and supports the values of the organization. This position joins a management team, which emphasizes collaboration, cultural awareness, innovation and progressive care practice. Recruits, trains, ensures quality care and coordinates case management, clinical education and in-service activities. This position has budget responsibility, may write grant proposals, and represent the agency in external community meetings. Reports to the Executive Director.

### **KEY RESPONSIBILITIES**

- Assess or arrange for the initial and ongoing assessment of youth requiring licensed and unlicensed care and service as appropriate
- Ensure that plans of care plans are developed and implemented for youth participants as appropriate
- Meet youth as required and update care plans as appropriate. Schedule monthly meetings with Clinical Staff to ensure treatment progress and coach for improved outcomes if needed
- Ensure youth files and records are up to date, and meet the standards of the Children's Residential License and the Canadian Council on Health Services Accreditation
- Supervise and support licensed employees to ensure compliance with all federal and provincial legislated standards of practice, accreditation requirements and organizational policies and procedures
- Demonstrate knowledge of Standards of Practice guidelines of governmental regulating bodies
- Participate in the preparation of aftercare and outreach treatment plans
- Liaise with other case managers, funders or Government programs as required
- Liaise with Provincial and Federal regulating bodies as required
- Coordinate the in-service education and external continuing education activities for employees and maintain appropriate records and ensure skills and certifications are maintained
- Participate in quality activities and continuous improvement initiatives
- Coordinate human resources with respect to recruitment, orientation and training, discipline and the probationary/annual performance review of reporting employees; interpret and implement relevant policies and procedures
- Participate in business development as appropriate; assist with the development of contractual agreements for youth care and service as requested
- Promote Nimkee through participation in local, regional and national healthcare, cultural or business events as well as community events

## Career Opportunity – Director of Clinical Practice

- Lead or assist with the integration of youth satisfaction initiatives; ensure that all referred youth concerns and complaints are satisfactorily addressed and documented in a timely manner
- Demonstrate a genuine expression of organizational values while fulfilling all duties and functions
- Demonstrate exceptional interpersonal skills and the ability to handle difficult situations in an objective consistent format, modelling positive behaviour for youth
- Lead in license reviews and accreditation processes
- Adhere to Nimkee Policies and Procedures including Health & Safety policies
- Maintain confidentiality

### Qualifications:

Abstainer with at least three years continuous sobriety is a requirement by organizational policy.

### Education & Certification

- Master of Social Work Degree; current registration with the Ontario College of Social Workers and Social Service Workers (OCSWSSW)
- Prevention and Management of Aggressive Behaviour Certificate
- Evidence of current CPR certification

### Experience

- At least five years of recent experience with progressive responsibilities as a Clinical Supervisor, preferably in a residential setting; strong track record in leading the development and evaluation of training programs; demonstrated ability to handle all aspects of human resources and interpret organization policies and procedures; experience in business development
- Must demonstrate expertise in solvent / substance abuse treatment
- Solid knowledge of the principles, practices, and methods of service delivery to youth as well as program development, implementation and evaluation
- Experience with individual, group, family, reality, play and art therapy
- Must have knowledge and understanding of First Nations culture and community life
- Must have demonstrated knowledge and awareness of cultural, and traditional teaching, universal to First Nations peoples
- Registered member of a First Nation as per section 16(1) of the Human Rights Act
- Fluency in a First Nations language is an asset
- Exceptional interpersonal skills and ability to handle conflict and other difficult situations in an objective consistent format
- Above average problem-solving skills
- Possess above average oral and written communication skills
- Must have skills in data collection, analysis grant and report writing
- Must be able to work independently and as a team player
- Proficiency in computer software skills including Microsoft Office Suite

### Other

- Must be able to work flexible hours.
- Must have a valid Ontario Driver's License, a clear driving transcript and reliable transportation

**All applications are confidential. Only those applicants applying with a detailed resume, cover letter and three written work references will be accepted. While your interest in Nimkee Nupigawagan is appreciated, only those applicants being given further consideration will be contacted. The successful candidate will be required to provide a successful Vulnerable Sector Check.**

Interested applicants should apply in confidence by 4 pm, February 12, 2021:

**Career Opportunity – Director of Clinical Practice**

[careers@nimkee.org](mailto:careers@nimkee.org)