

Employment Opportunity

INTERNAL AND EXTERNAL POSTING



POSITION	PROGRAM	DETAILS
Clinician-PAR	Community Services	Full Time
NUMBER OF POSITIONS	DURATION	SALARY
1	Permanent	\$77,683 – 83,145

Banyan is a not-for-profit organization that has provided quality services to the youth justice, children, Family, and senior's community support sectors since 1978. Banyan is committed to improving the mental, physical, and social well-being of at-risk populations in our service areas of Hamilton, Niagara, Brant, Haldimand, Norfolk, and Wellington.

PURPOSE OF THE POSITION

In accordance with Banyan Policy, Procedure & Practice Manual, the Clinician is responsible to ensure a therapeutic environment for the clients. In that capacity this individual participates in the development and oversees the implementation and evaluation of the clinical plans ensuring that interventions and strategies are evidence based/evidenced informed and that intervention fidelity and integrity is maintained. The primary purpose of these positions is to provide a high level of competent counselling services through the skillful provision of individual, couple, group and family therapy.

POSITION RESPONSIBILITIES

Program Delivery

1. Liaise with service providers, family lawyers and/or the Office of the Children's Lawyer (OCL) working with families going through the conferencing process to ensure they have a clear understanding of Family Group Conferencing, and how they can be involved.
2. Clinical Assessment - ensure that an initial clinical assessment is completed for adults who are experiencing identified clinical issues that are impacting the relationships within the family home and/or experiencing violence in the form of Physical, Sexual, and Emotional, Financial or Criminal Abuse and/or Harassment /Stalking.
3. From this clinical assessment the Clinician identifies issues such as mental health issues, parental issues, attachment issues etc., that are causing issues within the family dynamics.
4. Identifies behaviour management strategies and applies knowledge of family dynamics, trauma and the dynamics of woman abuse to develop a care plan and implement effective support strategies.
5. Establish a therapeutic relationship with the client and implement a treatment plan based on accurate diagnostic understanding and client strengths.
6. Case Management – oversees intake, assessment, and the development of individualized client driven counselling plan. Counselling plans will be

- Be evidenced informed, measurable, tied to individual goals and the goals of the program.
- Promote strengths and competencies for sustained change, while simultaneously mitigating identified risk factors and promoting protective factors across the various ecological levels.
- Individualized counselling to for parents, guardians and their children to support their identified individual needs.
- Identifies behaviour management strategies and applies knowledge of trauma and the dynamics of woman abuse to develop a care plan and implement effective support strategies.

7. Provide:

- Programming and Family Group Conference facilitation (facilitation of group discussion, question and answer period).
- Support for the family during the conference as required.
- Education – in conjunction with the appropriate education resources, work collaboratively to ensure that clients are receiving the best education possible that has regard for their individual needs and assessments.
- Advocacy –ensures resources are tied to identified and assessed needs and goals of the clients.
- Identifies behaviour management strategies and applies knowledge of trauma and the dynamics of woman abuse to develop a care plan and implement effective support strategies.
- Develop appropriate and effective safety planning, as needed.

8. Represent the organization at community forums, committees, planning tables, etc.

Relationships/Supervision

Working in a multi-disciplinary environment, the Clinician:

1. Works collaboratively with the onsite Program manager to ensure that program integrity is met.
2. Works collaboratively with the Clinical teams.
3. Develops and maintains relationships with other community service providers.

Administration

1. Maintain clear, concise documentation in the Client Information System, including ongoing case notes, assessments, discharge summaries conferences, incident reports, and other reports or file notes assigned.
2. Assist in data collection, and any other outcome driven data collection as directed.
3. Administer quality assurance surveys.
4. Represent Banyan at community events both locally and more broadly as required, developing and maintaining community linkages that promote the interests of the program.
5. Attend all internal and external meetings as required.

Other

1. Responsible and accountable for ensuring a safe and healthy workplace for themselves, colleagues and staff by committing to working in a safe manner, reporting hazards and injuries, utilizing all necessary safety equipment and protocols and at all times and complying with all relevant Health and Safety policies, procedures and legislations.
2. All incidents, accidents, and other hazardous occurrences affecting any of Banyan's staff, clients, or the organization are to be reported according to Banyan policy and/or legislated requirements.
3. Any other duties as assigned.

ROLE COMPETENCIES

Classification Specific

- Change Implementation: ability to lead and champion change in a positive way.
- Problem-Solving Skills: develop strategies using a system thinking approach. Identify and analyze problems so that viable solutions are explored and implemented.
- Regulatory & Safety Compliance: follows legislation and other regulations to provide a safe working environment
- Managing Multiple Priorities: ability to remain calm and multi-task within a multi-disciplinary environment.
- Team Player: inspires and fosters team commitment, spirit, pride and trust. Facilitates cooperation and motivates team members to accomplish group goals.

Program Specific

- A thorough advanced understanding of evidence informed/evidence-based practices for healthy child, youth and family development.
- A thorough advanced understanding of the multi-disciplinary process and an ability to work effectively with different systems.
- Advanced understanding of different theoretical clinical modalities and approaches.
- Understanding and knowledge of domestic violence, poverty, addictions and mental health, and crisis intervention.
- Maintain professional knowledge and expertise to support the organization.

QUALIFICATIONS

- Undergraduate Degree in Social Work.
- Registration or eligibility for registration in the Ontario College of Certified Social Workers and Social Service Workers.
- Minimum three (3) years' recent and relevant experience in a clinical program and therapeutic environment.
- Demonstrated ability and comfort working with trauma associated with violence against women and family dysfunction.
- Experience dealing with programs associated with disadvantaged populations, issues of poverty, domestic violence, mental health issues and addiction. Working with women with emotional, psychiatric and behavioral difficulties, and their families within the context of a therapeutic program.
- Proficiency in the use and application of Microsoft Office Suite products including Word, Excel, Outlook and case management software.
- Provide and maintain an acceptable Criminal/Vulnerable Sector Record and Health Assessment at own expense.
- A valid Class G driver's license with a proven acceptable driving record and access to a reliable vehicle.

WORKING CONDITIONS

- The Clinician will conduct business from the designated office where standard office working conditions and the use of standard office equipment will apply.
- Hours of work are generally Monday to Friday including some scheduled work on weekends and evenings.
- This work produces moderate cognitive stress in most workers through intensity, frequency and/or duration of stressful elements, emotionally charged situations and tight deadlines.
- Travelling periodically to other locations to provide service.
- Work involves regular contact with outside organizations to support the mission of the organization and its implementation through our programs

Banyan is an equal opportunity employer. We thank all applicants for their interest; however, only those selected for an interview will be contacted.

Banyan is strongly committed to fostering diversity within our community. We welcome those who would contribute to the further diversification of our staff.

We are committed to developing inclusive, barrier-free selection processes and work environments. If contacted in relation to an employment opportunity, please advise our Manager of Human Resources or hiring manager of the accommodation measures if required which would enable you to be interviewed in a fair and equitable manner. Information received relating to accommodation measures will be addressed confidentially.

PLEASE FORWARD YOUR RESUME AND LETTER OF INTEREST BY NO LATER THAN MAY 14, 2025 TO:

Human Resources
Banyan Community Services
688 Queensdale Avenue East, Suit 2B Hamilton, ON
L8V 1M1 recruit@banyancs.org
(905) 549-9011 (fax)

