

Employment Opportunity

INTERNAL POSTING & EXTERNAL POSTING



POSITION	PROGRAM	DETAILS
Clinician	Clinical (Youth Justice-Residential-AYC)	Full-Time
NUMBER OF POSITIONS	DURATION	SALARY
1	Permanent	\$81,218.00-\$86,928.00

Banyan is a not-for-profit organization that has provided quality services to the youth justice, children, 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 onsite Clinician is responsible for their assigned program's therapeutic environment. In that capacity this individual participates in the development and oversees the implementation and evaluation of the clinical program ensuring that interventions and strategies are evidence based/evidenced informed and that intervention fidelity and integrity is maintained. Working as part of a multi-disciplinary team, the Clinician provides clinical support to youth in conflict with the law and their families. The Clinician will support youth in understanding and addressing their substance use, as well as substance related behaviours, provide individual counselling, crisis assessments and stabilization support/plans, clinical assessment within the community and secure settings.

Reporting Structure

- Youth Mental Health Court Worker, Counselling and Assessment/Substance Abuse Clinicians:
 - Reporting to Clinical Manager for both Clinical and Instrumental (administrative) Supervision.
- Residential Clinicians:
 - Clinical Supervision - Reporting to Clinical Manager on professional practice, mentorship, skill development, and discipline-specific support to enhance staff effectiveness.
 - Operations Supervision – Reporting to On-Site Manager who provides day-to-day direction, operational oversight, and ensures adherence to safety standards, procedures, and overall wellbeing.

POSITION RESPONSIBILITIES

Program Delivery

1. Program Model Delivery – ensures that program models are evidence informed/evidence based, meet program goals and objectives and address individualized needs of clients
2. Clinical Assessment - ensure that an initial clinical assessment is completed for youth. From this clinical assessment the Clinician identifies behaviour management strategies and develop a plan of action for the identified clinical issues which may include further assessments, psychological/psychiatric consultations.

3. Behaviour Management Strategies – support, coach and mentor front line staff in the execution of individual behaviour management plans.
4. Case Management – oversees intake, assessment, and the development of individualized youth driven comprehensive plans of care in consultation with the young person's Probation Officer. Case Management Plans (CMPs) will be evidence informed, measurable, tied to individual goals and the goals of the program. CMPs will promote strengths and competencies for sustained change, while simultaneously mitigating identified risk factors and promoting protective factors across the various ecological levels. They will be based on the dynamic interplay of the needs/strengths of the individual young person and their family and current research as it pertains to young persons.
5. Participate in on- call rotation to be available to the Supervisors for clinical expertise discussions and for young person requiring a clinical assessment.
6. Education – in conjunction with the appropriate education resources (i.e. teachers, principals, local school board) work collaboratively to ensure that clients are receiving the best education possible that has regard for their individual needs and assessments.
7. Advocacy – ensures resources are tied to identified and assessed needs and goals of the clients.
8. Counselling – provide individualized counselling to support identified individual needs of clients where necessary
9. Represent the organization at community forums, committees, planning tables, etc.
10. Participates in ongoing professional development, to continuously update skills, awareness of new techniques and legislation in the field in order to best serve the children/youth and families.

Relationships/Supervision

Working in a multi-disciplinary environment, the Clinician:

1. Works collaboratively with the onsite Program Supervisors to ensure that operational integrity is met.
2. Through the Clinical Manager has access to clinical consultation services provided by Banyan's Clinical Consultants.
3. Works collaboratively with the Primary Care Team which work together to improve the care a young person receives while in Banyan's care.
4. Be available to support the transfer of information to an outside physician/psychiatrist when a young person is transferred to a hospital for assessment and/or treatment.
5. Works collaboratively with the Clinicians assisting in ongoing peer support and peer supervision
6. Develops and maintains relationships with other community service providers

Administration

1. Represent Banyan at community functions both locally and more broadly as required, developing and maintaining community linkages that promote the interests of the program.
2. Ensure that outside resources follow program and Banyan Policies, Procedures & Practices.
3. Ensure completeness of program data statistics.
4. Monitor the collection and maintenance of recorded information on clients and residents for statistical, ministry, legal, evaluation, and research purposes.
5. Participate in public relations and outreach activities such as public speaking, workshop facilitation, conference presentation, education to other agencies.
6. Licensing --participate in its implementation at the assigned program ensuring with particular emphasis on client matters, that all areas of concern are identified and rectified in a timely manner.
7. Review and update practice and procedures, ensure compliance with all relevant legislation and make recommendations for change where applicable.
8. Attend clinical and program team meetings as required, providing direction to more complex and challenging clients.

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.
- Implementing Decisions: effective utilization of staff and physical resources to achieve program goals and requirement.
- Problem-Solving Skills: develop strategies using a system thinking approach. Identify and analyze problems so that viable solutions are found.
- 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 Building: 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.
- Sound knowledge of relevant legislation, including but not limited to Child, Youth & Family Services Act, Youth Criminal Justice Act, Privacy Act /PIPEDA in addition to Ministry policies, regulations, directives and procedures.
- Understanding and knowledge of domestic violence, poverty, addictions and mental health, and crisis intervention.
- Judgement is required in the effective utilization of staff and physical resources for the achievement of program goals and requirements.
- Gather, synthesize and evaluate information to determine possible alternatives and outcomes and make well-informed timely decisions.
- Maintain professional knowledge and expertise to support the organization.

QUALIFICATIONS

- Undergraduate Degree in Social Work. Masters preferred.
- Registration or eligibility for registration in the Ontario College of Certified Social Workers and Social Service Workers, the College of Registered Psychotherapists of Ontario and/or other appropriate regulatory body.
- Minimum five (5) years' recent and relevant experience in a clinical program and therapeutic environment.
- Related experience in substance abuse, children's mental health, youth criminal justice services, and/or child welfare service.
- Demonstrated ability and comfort working with high-risk youth within a community, group home, custody/detention environment.
- Experience dealing with programs associated with disadvantaged populations, issues of poverty, domestic violence, mental health issues and addiction. Working with young people with emotional, psychiatric and behavioural 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 electronic case management software.
- An acceptable and valid Vulnerable Sector Screening (Broad Sector Check), along with a Health Assessment, must be provided and maintained at the candidate's expense prior to and throughout employment.
- 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.
- This position is based in Hamilton location.
- Hours of work will fall within normal business hours.
- 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 Note:

- This posting is for an existing vacancy.
- We use artificial intelligence-based tools to assist with the screening and assessment of applications as part of our hiring process

PLEASE FORWARD YOUR RESUME AND LETTER OF INTEREST BY JULY 10, 2026 TO:

Banyan Community Services
688 Queensdale Avenue East, Suit 2B
Hamilton, ON L8V 1M1
recruit@banyancs.org

(905) 549-9011 (fax)