



## Internal & External Posting

### EarlyON Mental Health Worker, Children's Programs

**Permanent Full-time Position: 35 hours per week**

**Position Start Date: March 1<sup>st</sup>, 2023**

**Salary Range: \$ 63,597 per year to \$ 75,043 per year**

**Proof of Vulnerable Check required prior to hiring**

LAMP Community Health Centre is a multi-service, community based charitable organization that provides a wide range of programs and services to improve a person's health. LAMP uses a co-ordinated approach to connect people to medical services and other programs that build personal resources. By providing services that improve physical, emotional, social and economic well-being, people can better control their health and environment.

#### Job Summary

Under the general supervision of the Children's Programs Manager, working within the context of LAMP's mission and strategic directions, to provide clinical counselling, and community focused mental wellness Health Promotion, and within the standards of Ontario College of Social Workers and Social Services Workers, this position will provide assessment, short term counselling and referrals. The EarlyON Mental Health Worker will also be responsible for the facilitation/coordination of weekly mental wellness groups/workshops for parents/caregivers and children 0-6, parent-child interactive programs and workshops for staff. The incumbent will ensure that all organizational policies are followed.

#### Primary Responsibilities

- Facilitate parent/caregiver and child interactive mental wellness groups/workshops
- Provide short-term counselling to clients; and provide case management by developing plans to assist clients in achieving their goals.
- Act as a resource for EarlyON staff by providing information, written materials and discussions about children and adult mental health conditions
- Organize, deliver and participate in educational seminars, workshops, and training for families, service providers, and staff, where need, interest and ability exist.
- Advocate for and on behalf of clients to support them in accessing services/resources/programs
- Maintain all activities within LAMP's values, following a participant involvement model which focuses on strengths.
- Develop and maintain partnerships with appropriate agencies and programs to ensure seamless service and support outreach
- Creating a safe, supportive, empowering, and welcoming anti-oppressive environment that supports mental health prevention for program participants to be active decision-makers.
- Maintain and prepare statistics and reports, as well as, complete administrative duties associated with the program/department

- Provide assessments based on health risks and social determinants of health framework.
- Provide crisis intervention to clients.
- Conduct ongoing evaluation and ensure a continuous improvement approach to programming.
- Maintain comprehensive client records that meet all required standards of practice, participate in client record audits, and peer reviews.

### Required Qualifications

- Master of Social Work or equivalent (BSW may be considered with additional experience).
- Must be eligible for registration with the Ontario College of Social Workers and Social Services Workers.
- Demonstrated clinical counselling experience and a high degree of comfort with short term client interventions.
- Two to five years' experience in planning, implementing, and evaluating client-centered groups for adults in a community setting, and understanding the mental health challenges and needs of children and adults
- Proven experience providing assessments, and client intervention, as well as advocating for identified communities in need.
- Demonstrated knowledge and practice of anti-oppression, cultural competency, and awareness of cultural safety, ability to communicate with a wide variety of people from diverse cultural backgrounds, experiences, identities, and socioeconomic status.
- Must be client focused with excellent facilitation and problem-solving skills, as well as, the ability to deal effectively with crisis and conflict, cope with trauma, do self-care, balance crisis support and counselling duties, as well as maintain clients' records.
- Excellent interpersonal skills necessary to work effectively across all levels of the organization's diverse workforce.
- Excellent communication skills, both verbal and written, with the ability to clearly convey information and ideas.
- Strong organizational and administrative skills related to program delivery and funding reports.
- Positive attitude, empathetic, flexible and dependable with strong initiative and the ability to work both independently and in a team oriented atmosphere.
- Proven understanding of the social determinants of health and a health promotion framework; commitment to interdisciplinary team approach to coordination of health and social services, practice of anti-racism and anti-oppression (including anti-homophobia, anti-transphobia, anti-sexism, and others); commitment to harm reduction approach; and, mental health prevention principles.

### Proficiency in the Following Computer Skills

- Solid working knowledge and ability to navigate a PC windows environment, including shared drives.
- Strong skills and experience using Microsoft applications (Word, Outlook, Excel, PowerPoint & Publisher).
- Strong skills and ability to easily navigate the internet/intranet environment.
- Experience and accuracy using database applications (i.e. Electronic Health Records – Purkinje & Nightingale, funder databases, etc.)
- Ability to learn new software quickly and willingness to continuously develop technology skills.

### Working Conditions

- Must have a willingness to work evenings or weekends
- Incumbent needs to attend to self-care, dealing with illness and death of clients, stress from working with challenging clients, and have confidence and competence in dealing with clients in crisis.
- Must be able to work in a fast paced, multi-faceted environment and make quick decisions.
- The ability to stand for up to two to three hours for outreach efforts (approx. three times a year)
- Ability to effectively understand the appreciation of guiding fundamentals at LAMP, i.e. Health Promotion, Anti-Oppression; Harm Reduction and the principles of community-based practice. **“Walk the talk.”**
- There is an expectation for all employees to participate in two events per year for the agency; these events may be during the evening or on a weekend.

### Physical Requirements

- Frequent data entry, with extended periods of time sitting stationary in front of a monitor while keyboarding (60%) and frequent standing for extended periods of time and some occasional lifting may be required (40%).
- Ability to balance all job requirements in a busy atmosphere, including responding promptly to all communication.
- Demonstrates good and safe work habits, and maintains a clean working environment.
- Ensures that staff and clients are compliant with LAMP’s Health & Safety regulations and LAMP’s policies and procedures, including the immediate reporting of any breaches of Health & Safety or Environmental incidents, accidents or concerns to their respective manager/supervisor and/or the Director, Human Resources.

As part of our mandate for inclusivity, reasonable accommodations can be made for all incumbents to perform the described physical functions of the aforementioned job.

*LAMP Community Health Centre is dedicated to achieving a workforce that reflects the diversity of the community it serves and encourages applications from equity seeking groups.*

Please send your resume with a cover letter to **Human Resources:**

<b>Email Address</b>	<b>recruiting@lampchc.org</b>
<b>Subject</b>	<b>Job Opening for EarlyON Mental Health Worker, Children’s Programs</b>
<b>Internal Deadline</b>	<b>5:00 p.m. on Friday, February 17, 2023</b>
<b>External Deadline</b>	<b>5:00 p.m. on Friday, February 24, 2023</b>

***We thank all applicants for their interest. However, only those selected for interviews will be contacted.  
No phone calls please***