

EXTERNAL VACANCY

DEPARTMENT: MENTAL HEALTH & ADDICTIONS

POSITION: ONE (1) PERMANENT FULL TIME BEHAVIOUR ANALYST

SITE: NBRHC – NORTH BAY

HOURS: Day Shift 0800-1600hrs, unless otherwise required

QUALIFICATIONS

- Undergraduate Degree in Health or Social Sciences required, Master's Degree in Health or Social Sciences preferred
- Registration in good standing with the College of Psychologists and Behaviour Analysts of Ontario required
- Minimum of two years recent experience working in a mental health and/or addictions setting specifically working as a team member conducting behaviour analysis
- Demonstrated knowledge of clinical theory and practice in Applied Behaviour Analysis (ABA) utilizing a biopsychosocial framework.
- Knowledge of the Forensic system risk management and Legal Framework is required
- Demonstrated knowledge and experience working in recovery-oriented and trauma-informed systems of care
- Knowledge and experience in applying recovery informed approaches including Motivational Interviewing, Harm Reduction, and Trauma Informed Care
- Experience, knowledge and active involvement in leading/implementing quality and/or safety improvement initiatives/projects are an asset.
- Experience with harm minimization/reduction approach to self-injury and suicide an required (ASSIST Course an asset)
- Demonstrated knowledge and skills in applying the principles of psychosocial rehabilitation (assessment, treatment and rehabilitation)
- Knowledge of applicable Acts (Mental Health Act, Health Care Consent Act, Public Hospitals Act, etc.)
- Current Non-Violent Crisis Intervention (NVCi) Certificate required (training delivered by Health Centre upon hire)
- Current Gentle Persuasive Approach (GPA) Certificate required (training delivered by Health Centre upon hire)
- Demonstrated interpersonal, negotiation and problem solving skills to establish and maintain positive working relationships with all partners in care required
- Excellent written and verbal communication skills to effectively convey essential clinical knowledge transfer required
- Must demonstrate commitment to ensure personal safety, safety of fellow workers, patients, volunteers, and visitors
- Ability to support and contribute to a culture of safety and prevention of adverse health events required
- Must demonstrate good attendance
- Bilingualism (Advanced level English/French) is required. *All unilingual candidates are encouraged to apply and may be considered if the identified French requirement has been met or there are no successful bilingual candidates. A formal French test will be conducted to evaluate the proficiency level.*

Criminal Reference Check including the Vulnerable Sector Check recent within six (6) months is a requirement

Interested candidates are asked to submit their cover letter and resume to:

careers@nbrhc.on.ca quoting file [OPSEU MH-24-062](#)

The posting will remain open until the positions are filled.

Please note these postings are subject to change without notice. An acknowledgement will be sent only to those candidates who will be interviewed.



THE ORGANIZATION

North Bay Regional Health Centre (NBRHC) is a unique health care organization with three primary roles: providing acute care services to North Bay and its surrounding communities, functioning as the district referral centre providing specialist services for smaller communities in the area, and it's the specialized mental health service provider serving all of northeast Ontario. At more than 400 beds, our state-of-the-art regional health centre has over 150 physicians, 2300 employees and 250 volunteers.

For more information about the NBRHC, visit www.nbrhc.on.ca

THE COMMUNITY

North Bay is located 3.5 hours north of Toronto, just north of the district of Muskoka, and 3.5 hours west of Ottawa. With a population of 54,000 and a catchment area of 180,000, it is a safe and welcoming community that offers a healthy and balanced environment for working, living and raising a family. North Bay is situated on the shores of two large lakes (Lake Nipissing and Trout Lake) and boasts beautiful scenery and four distinct seasons. Whatever your interests are, you will have access to numerous activities and amenities within minutes from your home—reclaim your work-life balance and join us!

To see more of beautiful North Bay and learn about our lifestyle, visit www.northbay.ca

NBRHC is committed to achieving 100% compliance with its COVID-19 Vaccine Policy. As a result, please be advised that in order to be eligible for employment at the Health Centre, all new hires must be compliant with our COVID-19 Vaccination Policy and must be fully vaccinated prior to commencing employment. To be considered fully vaccinated, an individual must have received the full series of a COVID-19 vaccine or a combination of COVID-19 vaccines approved by the World Health Organization (e.g. two doses of a two-dose vaccine series or one dose of a single-dose vaccine series) and received the final dose of the COVID-19 vaccine at least 14 days ago.

The requirement that successful applicants be fully vaccinated is subject to any accommodation obligations pursuant to the Ontario Human Rights Code.

North Bay Regional Health Centre is committed to providing accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). If you require an accommodation for disability during any stage of the recruitment process, please indicate this in your application.

We are an equal opportunity employer. We thank all applicants for their interest.