

JOIN OUR TEAM!

DEPARTMENT: NORTH EAST BEHAVIOURAL SUPPORTS ONTARIO (BSO)

POSITION: ONE (1) TEMPORARY FULL TIME CLINICAL BEHAVIOUR RESPONSE SPECIALIST (CBRS)

SITE: NBRHC - KING STREET COMMUNITY SITE

HOURS: Primarily Day Shift; all shifts as required

Pay rate, benefits and other terms and conditions are as per the OPSEU 662 Collective Agreement

As a fundamental member of NBRHC's North East Behavioural Supports Ontario (NE BSO) Team, the full-time temporary Clinical Behaviour Response Specialist (CBRS) will contribute to strengthening BSO's integrated system of care through specialized clinical assessment, treatment, consultation, knowledge exchange and transitional support. Based primarily in the community setting, this role will contribute to the advancement of BSO's three pillars: System Coordination & Management; Integrated Service Delivery: Intersectoral & Interdisciplinary; and Knowledgeable Care Team & Capacity Building. Reporting directly to the North East BSO Regional Manager and Coordinator with clinical guidance from NE BSO Central Lead, this seasoned clinician will embody compassionate, person-family focused values aligned with NBRHC's values and BSO's guiding philosophies and frameworks.

QUALIFICATIONS

- Minimum Bachelor's University Degree in a human health science field required; additional training and/or certification in Geriatric Mental Health, Gerontology, Psychiatric Nursing an asset
- Health Care Professional and current membership in good standing with a regulated governing body (e.g. Nursing, Social Work, Occupational Therapy, Behavioural Therapy, Recreational Therapy etc.) required
- Minimum of three (3) to five (5) years of recent applied clinical experience working with older adults with or at risk of responsive behaviours presenting with mental health, dementia, delirium, substance use and/or other neurological diagnoses and their care partners required
- Acquired certificates in BSO Core Competencies (e.g. PIECES, GPA, DementiAbility Methods, , etc.) required
- Current Non-Violent Crisis Intervention (NVCi) Certificate required (training delivered by Health Centre upon hire)
- Advanced knowledge & demonstrated practical clinical application of geriatric mental health and specialized dementia care, including pharmacological and non-pharmacological best practice principles within their respective scope of practice required
- Demonstrated knowledge and required skills to foster critical best practice elements for successful care transitions for older adults and their care partners throughout their journey required
- Strong theoretical knowledge and practiced skills in behavioural health consultation required
- Demonstrated collaboration and clinical leadership skills to facilitate, integrate, uphold and spread current behavioural support principles and practices among care partners in acute care, long-term care and community settings required

- Demonstrated compassion and person-family focused values with proven interpersonal skills to establish and nurture positive professional relationships with various care partners required
- Excellent written & verbal communication skills to effectively document and convey essential clinical and systems information required
- Commitment to health promotion & prevention, quality improvement and change initiatives in order to actively contribute to critical program evaluation and other relevant research projects required
- Demonstrated knowledge to practice facilitation skills in alignment with best practice adult learning principles required
- Demonstrated integrity and self-awareness of behavioural health promotion and work life balance required
- Skilled time management and organizational abilities to facilitate competing self-directed priorities required
- Expert knowledge of Community Support Services, Primary Health Care and Mental Health System Resources & Partners and Consent & Capacity legislation (e.g. Public Guardian Trustee, Substitute Decision Maker Act, Health Care Consent Act, Mental Health Act, Long-Term Care Act, PHIPA) required
- Progressive computer literacy and technological skills, including adept electronic documentation skills and ability to navigate various electronic platforms (e.g. OTN) and software (e.g. Zoom etc.) required
- Valid G driver's license, clean driver's abstract and access to a reliable vehicle required
- Must support and contribute to a culture of safety and prevention of adverse health events in this organization
- Good attendance and work record required
- 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 **OPEN CS-24-083**

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.

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.

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