



## EXTERNAL VACANCY

**DEPARTMENT:** COMMUNITY MENTAL HEALTH AND ADDICTIONS  
**POSITION:** ONE (1) TEMPORARY FULL TIME MENTAL HEALTH & ADDICTION'S CASE WORKER  
**SITE:** NBRHC – COMMUNITY MENTAL HEALTH & ADDICTIONS SITE  
**HOURS:** ALL SHIFTS AS REQUIRED

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

### QUALIFICATIONS

- Must have minimum two year diploma or degree equivalent in a related health/social sciences
- Recent clinical experience (within 3 to 5 years) working in community Mental Health and Addictions required
- Knowledge of Best Practices in addictions, mental health and concurrent disorders required
- Current Non-Violent Crisis Intervention (NVCi) Certificate required (training delivered by Health Centre upon hire)
- Current Gentle Persuasive Approach (GPA) Certificate an asset
- Knowledge and experience in recovery informed approaches including motivational interviewing, harm reduction, trauma informed care, group interventions and stepped care required
- Skilled in system navigation, able to define clinical pathways and treatment matching
- Skilled in client engagement, crisis management, crisis stabilization and readiness development
- Knowledge of recent legislation, Withdrawal Management Services standards and best practices informing the continuum of care needed by clients
- Certification in completing GAINS Q3 assessments an asset
- Counselling skills and experience with psychotherapeutic interventions
- Advanced knowledge of community resources to help clients and families successfully navigate services
- Exemplifies our organization's C.A.R.E. values and knowledge of Patient and Family Partnered Care Practices
- Ability to work collaboratively with all members of an Interdisciplinary health care team which includes clients, families and community partners
- Demonstrated high levels of emotional intelligence with an ability to inspire excellence in others
- Demonstrated ability to work independently and in a self-directed manner
- Participation in ongoing professional development with a commitment to continuous quality improvement
- Ability to provide a safe and non-threatening environment with excellent crisis intervention and problem-solving skills
- Demonstrated excellent interpersonal and communication skills
- Good attendance and work record required
- Ability to meet the physical demands required for a community-based team
- Valid class G Driver's License and Ministry of Transportation Driver's Abstract required for extensive travel within the catchment area
- Advanced computer knowledge (e.g. Expanse, Word, Excel, PowerPoint, Outlook) preferred
- First Aid Certificate and CPR Certificate required
- Must support and contribute to a culture of safety and prevention of adverse health events in this organization
- 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](mailto:careers@nbrhc.on.ca) quoting file **OPSEU MH-24-080**

**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](http://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](http://www.northbay.ca)