



Okanagan Nation Alliance

101 -3535 Old Okanagan Hwy, Westbank, BC V4T 3L7
Phone (250) 707-0095 Fax (250)707-0166 www.syilx.org

EMPLOYMENT OPPORTUNITY

MENTAL HEALTH AND ADDICTIONS SPECIALIST

The Okanagan Nation Alliance (ONA) is the Tribal Council for the eight member communities of the Okanagan Nation which includes Osoyoos Indian Band, Upper Nicola Band, Upper and Lower Similkameen Indian Bands, Penticton Indian Band, Westbank First Nation, Okanagan Indian Band and the Confederated Tribes of the Colville Reservation.

The ONA is currently interested in employing a Mental Health & Addictions Specialist. The position holder will work collaboratively with community based health care providers and multidisciplinary teams and will provide direct psychosocial care, counselling and group work including system navigation, advocacy and education. The position is furthermore responsible for providing and development of services to maintain and improve the health and social well-being and the functioning of community members.

This position may be required to deliver outreach to ONA communities by providing a continuum of services such as prevention, promotion, education, assessments and care planning for individuals and families, consultation on cultural and clinical interventions including working with the ONRT (crisis response team) when communities are impacted by critical events.

Key Duties and Responsibilities:

Key Responsibilities

Clinical Responsibilities

1. Use assessment and evaluative techniques to develop and implement therapeutic treatment plans in a safe and culturally appropriate clinical setting.
2. Participate in interdisciplinary treatment planning and follow up.
3. Provide individual, group, and family therapy incorporating a harm reduction approach in addictions therapy.
4. Develop intervention strategies in consultation with community and ONA Wellness Team.
5. Observe clients to detect indications of unusual physical or mental behaviour.
6. Apply a range of appropriate techniques such as relaxation exercises, peer counselling groups, and family counselling during clinical therapy sessions.
7. Select and administer various tests, such as psychological test, personality inventories, and intelligence quotient tests, to identify behavioral or personality traits and intelligence levels, and record, interpret and act upon the results to evaluate client needs.
8. Plan, administer and adjust therapeutic treatment, such as behaviour modification and stress management therapy.
9. Discuss progress toward goals with client and revisit the treatment plan as necessary.
10. Refer clients to supportive services to supplement treatment and counselling.
11. Support the ONRT crisis intervention team through consultation as required.

12. Liaise with Law Enforcement, RCMP, and other community based supports as required
13. Provide training to community-based and ONA wellness staff.
14. Participate in training programs/in-services.
15. As required, develop evaluative studies of therapy and therapy outcome, using appropriate methodologies.
16. Document, maintain and securely store clinical records according to requirements of regulatory agencies.
17. Ensure the Wellness Quality Assurance model is implemented, including records management, and that specific program manual guidelines are implemented and reviewed regularly.
18. Act as a member of Quality Management Committee.

Administrative Responsibilities

1. Implement and ensure assigned budget is expensed as allocated to meet contract deliverables;
2. Promote community awareness and understanding of ONA's mental wellness mandate;
3. Ensure all monthly, quarterly and annual reports are completed in a timely manner;
4. Actively participate in Wellness Team meetings;
5. Actively participate in assigned ONA events;
6. Other duties as appropriate and required for this position.

Qualifications Knowledge, Skills and Abilities

The Mental Health & Addiction Specialist is either a Clinical Social Worker (RCSW) who is registered with and practices in accordance with the standards of professional practice and code of ethics as outlined by the BC College of Social Workers (BCCSW); or a Clinical Counsellor who is registered with and practices in accordance with the standards of professional practice and code of ethics as outlined by the BC Association of Clinical Counsellors (BCACC).

The position will require the following Qualifications Knowledge, Skills and Abilities:

Qualifications

Master's Degree in social work, indigenous studies, community development, health or related field and minimum of 3 years work experience in a counselling or therapeutic role.

1. Master's Degree in Social Work or Clinical Counselling from an accredited university.
2. A minimum of two years' recent related Mental Health & Addictions experience in clinical areas, services, and programs, or an equivalent combination of education, training and experience.

Knowledge, Skills and Abilities

1. Demonstrated experience and knowledge working with Indigenous mental health and wellness issues.
2. Knowledge of theories, practices and principles relative to mental wellness, suicide prevention, and mental health emergency response, particularly relative to First Nations in BC, including the current programs and services available.

3. Knowledge of, and ability to apply, an understanding of First Nations cultural principles and protocols and ability to manage conflict in a respectful and culturally relevant and safe manner.
4. Assessment and Treatment: Demonstrated ability to complete initial and ongoing client assessments (clinical and diagnostic reasoning) through appropriate/prescribed technical, therapeutic, safety type interventions.
5. Teaching: Ability to teach clients and others both one-on-one and in groups.
6. Knowledge Integration: Integrates best practice and current research evidence to support professional practice decisions and actions.
7. Communication: Demonstrated ability to communicate effectively with clients, families, the public, members of the interdisciplinary team using verbal, written and computer skills.
8. Human Caring and Relationship Centered Practice: Ability to promote client-focused care that demonstrates care for and with clients and significant others, sensitivity to diverse cultures and preferences, client advocacy and social justice concerns.
9. Management: Demonstrated ability to organize work, set objectives and establish priorities. Manages time and resources, implements activities to promote cooperation among the interdisciplinary team and collaborates across disciplines.
10. Teamwork: Demonstrated ability to foster teamwork and a commitment to excellence in the provision of client care.
11. Excellent computer (Microsoft suite) and organizational skills.
12. Must have the ability to manage time and prioritize workload in order to efficiently deal with the workload expected of the position.
13. Indigenous Ancestry preferred.
14. A reliable vehicle and a valid BC Driver's License and driver's abstract required.
15. Flexible work hours/willingness to work on evenings and weekends.
16. Current criminal record (vulnerable sector) check with the RCMP.

Hours of work: 37.5 hours per week.

Application Procedures: Please send a current resume and covering letter to:

Human Resources
Okanagan Nation Alliance
#101 – 3535 Old Okanagan Hwy, Westbank, BC V4T 3L7
Email: WellnessHR@syilx.org Fax: (250) 707-0166
COMPETITION OPEN UNTIL FILLED

Thank you for your interest. No Phone Calls Please only those short-listed will be contacted