



## Job Description

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|-----------------|-----------------------------------------------------------------------|
| Position Title: | Youth and Family Therapist - Live-In Treatment (LIT)                  |
| Reports To:     | Senior Manager, Clinical Services                                     |
| Program:        | Counselling Services<br>(Individual Psychotherapy and Family Therapy) |
| Location:       | YouthLink Live-in Treatment Home                                      |
| Status:         | 1 FTE (35hrs/wk)                                                      |
| Bargaining Unit | Yes                                                                   |

### Position Purpose

This position is responsible for providing high quality individual, family and group psychotherapy services for YouthLink's Live-In Treatment (LIT) Home. LIT is a nine-bed live-in treatment home for female identified youth (14-18) and youth who are gender fluid, non-binary and transitioning. The program is for young people who would benefit from intensive live-in treatment looking to address their mental health and emotional wellness.

Reporting to the LIT Manager for day-to-day operations at LIT, and the Senior Clinical Manager(s) for Clinical Supervision, this position develops and implements group therapy curriculum, maintaining confidential and accurate client records for all psychotherapy interactions in the electronic health record (EHR). Attachment and family-focused models of intervention, as well as integrating lenses that are healing-centered, trauma-informed, and prioritize equity, anti-racism, and inclusion are expected.

A flexible work schedule and approach is required to ensure service accessibility. The position assumes responsibility of a caseload primarily from the LIT program, though may support other clinical services as needed, generating a minimum of 15 attended individual, family and/or group sessions and 17.5 direct client contact hours per week. Based in Scarborough, the successful candidate must be deeply competent in, and committed to, promoting equity and Black excellence in everything YouthLink does.

### Duties & Responsibilities

#### Highlights of Your Role

##### Assessment & Treatment Planning

- Establishes and builds rapport through routine contact to initiate the facilitation of a therapeutic alliance and space.

- Ensures informed consent is received prior to proceeding with assessment and/or external communications; utilizes PHIPA to guide the process.
- Completes a Bio/Psycho/Social/Spiritual Assessment including intergenerational content to formalize case conceptualization.
- Determines appropriate assessment tools to administer to enhance the assessment formulation; risk assessment and safety planning as required.
- Administers, interprets and delivers results of appropriate, specialized, standardized clinical assessments and utilizes this information to enhance the LIT Plan of Care.
- Delivers professional recommendations for level of care and life areas for improvement to LIT team, clients and family members, where appropriate.
- Engages collaboratively with care team, youth and families to create Treatment Plans that enhance LIT Plan of Care, representing therapeutic goals and assessment recommendations.

### **Individual, Group & Family Therapy**

- Creates an atmosphere that allows for client intrapsychic change; supporting clients in attaining goals and a higher quality of life.
- Provides psychotherapeutic and case management/coordination service, informed by a trauma lens, attachment, and family systems theories, as well as an anti-oppression, anti-racism and equity framework.
- Provides clinical services throughout YouthLink's continuum of care, engaging youth and families in multiple levels of care as part of treatment planning, both internally and externally, to improve individual and family functioning.
- Develops and delivers psychotherapy interventions appropriate for client's presenting issues.
- Researches and prepares appropriate documents and other resources for clients and the LIT team.
- De-escalates individual, family and group situations as it relates to psychotherapy.
- Directs and implements safety planning for new LIT clients and both suicidal and homicidal outpatient clients.
- Reports to the appropriate person or body any incidents that may jeopardize client, staff or community safety.
- Develops professionally through individual clinical supervision having an isomorphic impact on the client.
- Develops and delivers group psychoeducation and group therapy, for youth and caregivers with similar presenting issues.
- Understands the importance of outcome measures; delivering reliable measures in the process of individual, group and family psychotherapy.
- Provides flexible services that ensure accessibility for youth and families, including evening sessions on at least two evenings per week.
- Takes all necessary precautions to ensure client confidentiality and privacy.

### **Report Writing and Documentation**

- Formulates timely, standardized, succinct, Clinical Reports at the time of Assessment, Treatment Review and End of Service; these reports enhance the LIT Plans of Care for clients who are at LIT.
- Actively participates in, creates, documents and regularly reviews safety plans/risk assessments.
- Prepares Ministry of Health Serious Occurrence reports and internal incident reports, when appropriate.
- Records accurate clinical notes contemporaneously.
- Takes all necessary precautions to ensure client confidentiality and privacy.

### **Health Record Management**

- Maintains records and reports as required by Ministry guidelines, Accreditation and YouthLink policies and procedures.
- Ensures clear, accurate and consistent client file management, including maintaining electronic document filing and physical records.
- Opens and closes clinical files according to best practice.
- Supports data collection and program evaluation by maintaining complete and consistent records.
- Takes all necessary precautions to ensure client confidentiality and privacy.

### **Meetings, Committees and Collaborative Networking**

- Collaborates with the LIT and Clinical team to deliver programs across the continuum of care, contributing to onboarding of new counsellors/therapists in program processes.
- Incorporates an intersectional lens that includes all community members promoting diversity and equity into practice.
- Participates in Community initiatives and engagements.
- Attends and participates in team meetings and internal committees, providing the clinical lens and recommendations to the LIT team for day-to day interactions.
- Collaborates across organizational boundaries to achieve common goals.
- Develops professionally through group supervision, team meetings, case consultations, clinical rounds, community of practice, internal and external training events.
- Contributes to the Agency's Strategic Plan by participating in initiatives and committees to support the overall plan.
- Takes all reasonable and necessary precautions to protect own health and safety and that of co-workers by complying and demonstrating knowledge of the policies, procedures and safe practices established by YouthLink.

Other duties as assigned.

## Requirements

### Education and Training:

- Master's degree in a therapy/psychotherapy related field.
- Licensure/registration in a regulated health college which permits the delivery of the Act of Psychotherapy.
- Associate or Clinical Membership with the Canadian Association of Marriage and Family Therapy (CAMFT) or Ontario Association of Marriage and Family Therapy (OAMFT) is an asset.
- Coursework specific to family systems theory is an asset.
- Coursework that demonstrates the ability to provide clinical supervision to Master's Level students engaged in practicum or internship for psychotherapy is an asset.
- ASSIST Certification is an asset.

### Experience:

- Minimum of (2) years post masters experience providing healing-centered engagement practices, trauma-informed individual psychotherapy to youth and/or adults.
- Minimum of (2) years post masters experience facilitating psych-educational and group therapy.
- Experience working in a Live-In Treatment setting is preferred.
- Experience providing service to youth and their families through complex mental health challenges, crisis management and safety planning.
- Experience with attachment and developmental approaches in working with youth and families.
- Experience with substance use/harm reduction theory and practice as applied to youth and families.
- Expertise working with 2SLGBTQIA+ youth and their families.
- Experience supporting BIPOC communities and working with youth and families from diverse cultural and socio-economic backgrounds; providing high quality, culturally safe, anti-racist support.
- Experience working in a Children's Mental Health setting is an asset.
- Expertise in group curriculum development is an asset.
- Experience providing family therapy from a systemic framework is preferred.
- Experience providing clinical supervision to Master's Level students engaged in practicum or internship is an asset.

### Knowledge, Skills and Abilities:

- Respects the diverse, non-Eurocentric worldviews, values, and cultural norms of members of the community.
- Knowledge of and commitment to practicing from a decolonizing, anti-racist and anti-oppressive framework; operates using and ABR/AOP lens.

- Knowledge of history, experience, and consequences of oppression, prejudice, discrimination, and structural inequalities in relation to African Canadian children, youth, and families.
- Knowledge of appropriate therapeutic approaches informed by anti-oppression/anti-racism and equity.
- Knowledge of and familiarity with available community and mainstream service resources for culturally safe care and collaboration (e.g., 2SLGBTQIA+ and BIPOC youth) and experience referring clients to community resources.
- Knowledge of how trauma (e.g., personal trauma, community/collective trauma, intergenerational trauma, PTSD, etc.) often affects Black families and the implications for mental well-being, resilience, safety, etc.
- Sensitivity to issues of power, status/privilege, trust/mistrust, respect, and intimacy in relationship with client.
- Demonstrated skills in assessment, systemic formulation, individual psychotherapy, family therapy, treatment planning and case coordination.
- Established ability to consider implications of ethical issues consistently and effectively in interactions with a variety of client populations; recognizing and applying differing ethical decision-making processes as the situation requires.
- Knowledge of and commitment to evidence-based and evidence-informed practice.
- Strong interpersonal skills and ability to build rapport with youth and their families.
- Demonstrated ability to work collaboratively and effectively with colleagues, the community and service providers.
- Ability to work independently and as part of a team.
- Comfort and proficiency in using technology to engage youth and families (e.g., phone, text, and video) and in completing clinical documentation (e.g., EHR, Microsoft Word, Adobe, and Outlook).
- Proficiency in French language is an asset.
- Proficiency in any other language utilized in the Scarborough community is an asset.

Other Requirements:

- Vulnerable Sector Police Check is required.
- Medical clearances including up to date vaccinations and tuberculosis testing.

## **Working Conditions**

- This position requires evening hours of at least 2 evenings per week with individual and family sessions ending at 8:00 pm. There are some risks involved in this position such as crisis management.
- Time will be primarily spent at the Live-In Treatment Home, though travel to other YouthLink or community locations may be required.
- Minimal travelling required.

**Physical Requirements**

Nil

**Direct Reports**

Nil

|                                     |  |
|-------------------------------------|--|
| <b>Employee Name (please print)</b> |  |
| <b>Employee Signature</b>           |  |
| <b>Date</b>                         |  |