



## Job Description

Position Title:	Youth and Family Therapist
Reports To:	Senior Manager, Clinical Services
Program:	Counselling Services (Individual Psychotherapy and Family Therapy)
Location:	Head-office - 636 Kennedy Road, Scarborough
Status:	1 FTE (35hrs/wk)
Bargaining Unit	Yes

### Position Purpose

This position is responsible for delivering exceptional client service related to individual psychotherapy, family and group therapy for individuals aged 12-24 and their families. This includes capturing a bio/psycho/social assessments, administrating, scoring and delivering results of standardized assessments, treatment planning, case management, psycho-education, advocacy, clinical consultations, individual/family/group psychotherapy, discharge planning, preparation of reports for clients presenting with mental health, emotional or behavioural issues. Additionally, 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-based, family-focused, healing-centered, and trauma-informed therapeutic models of intervention are required; utilizing an equity, anti-racist, inclusion lens. Therapists create a flexible work schedule with a minimum of two consistent evenings to meet client needs while working as a team to deliver counselling and therapy programs. Services are provided both in-person and virtually depending on therapist's recommendations. Responsible for a caseload of youth and their families, generating a minimum of 15 attended sessions and 17.5 direct client contacts hours per week. This position reports to the Senior Manager of Clinical Services.

### 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.
- Delivers professional recommendations for level of care and life areas for improvement to client's and family members, where appropriate.
- Engages collaboratively with youth and families to create Treatment Plans that represent 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 service, informed by a trauma lens, attachment, and family systems theories, as well as an anti-oppression, anti-racism and equity framework.
- Develops and delivers psychotherapy interventions appropriate for client's presenting issues.
- Researches and prepares appropriate documents and other resources for clients.
- De-escalates both individual and family situations as it relates to psychotherapy.
- Directs and implements safety planning for both suicidal and homicidal 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.
- Takes all necessary precautions to ensure client confidentiality and privacy.
- Develops and delivers group psychoeducation and group therapy, for youth and caregivers with similar presenting issues.

### **Report Writing and Documentation**

- Formulates timely, standardized, succinct, Clinical Reports at the time of Assessment, Treatment Review and End of Service.
- 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.
- Takes all necessary precautions to ensure client confidentiality and privacy.
- Supports data collection and program evaluation by maintaining complete and consistent records.

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

- Collaborates within the 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.
- Collaborates across organizational boundaries to achieve common goals.
- Develops professionally through group supervision, team meetings, case consultations, clinical rounds, and 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 his or her 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 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:

- Demonstrated skills in assessment, systemic formulation, individual psychotherapy, and family therapy, treatment planning and case coordination.
- Knowledge of and commitment to evidence based and evidence informed psychotherapy practices.
- Strong interpersonal skills and ability to build rapport with youth and their families.
- Knowledge of how trauma (e.g., personal trauma, community/collective trauma, intergenerational trauma, PTSD, etc.) often affects 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.
- Knowledge of appropriate therapeutic approaches and commitment to practicing from a decolonizing, anti-racist and anti-oppressive framework; operates using an 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 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 these resources.

- Established ability to consistently and effectively consider implications of ethical issues in interactions with a variety of client populations; recognizing and applying differing ethical decision making processes as the situation requires.
- Understands the importance of outcome measures; delivers reliable measures in the process of individual, group and family psychotherapy.
- 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.
- Bilingualism is an asset.
- Proficiency in any other language utilized in the Scarborough community is an asset.
- Comfort and confidence in public speaking.
- Knowledge of purpose, roles and goals of clinical supervision; familiar with the current research literature and recommended practices in clinical supervision as it relates to student practicum/internship supervision.

Other Requirements:

- Vulnerable Sector Police Check is required.

**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.
- Minimal travelling required.

**Physical Requirements**

Nil

**Direct Reports**

Nil

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