



Mental Wellness Clinical Lead - 091-23-1
Mental Wellness, Health Services
Contract

Applications will be received by Six Nations of the Grand River and Grand River Employment & Training (GREAT) up until 4:00 p.m. EST, **Wednesday, June 7th, 2023**, for the Mental Wellness Clinical Lead Position with Mental Wellness, Health Services, Department. The Six Nations of the Grand River Application for Employment Form, Job Posting and Job Description are available for printing from the www.greatsn.com website. Online applications accepted through <https://www.vscyperhosting.com/sixnations/>. **NO LATE APPLICATIONS ACCEPTED.**

Applicants from Six Nations and other First Nations will be given preference to deliver programs and services in a First Nations community.

JOB SUMMARY: To assist the Portfolio Lead – Mental Wellness by overseeing the coordination and delivery of culturally appropriate clinical services for mental wellness within the Six Nations community.

To provide clinical guidance for the provision of trauma informed wholistic health support from a harmonized western and traditional Hodi:noshoni:/Rotinonhsion:ni perspective.

To assist the team members to plan and organize caseloads and provide clinical supervision and support to ensure services are delivered in accordance with current applicable federal, provincial, and local standards, guidelines and regulations, and assure that the highest degree of quality client care can be maintained at all times. This position is not expected to carry a client caseload.

To take responsibility for oversight of care, quality and clinical activity by providing leadership and guidance and clinical supervision in relation to:

- Patient safety
- The effectiveness of health care interventions provided by the team
- Patient experience
- The environment in which care is delivered

Reports to and works under the direction and supervision of the Portfolio Lead – Mental Wellness, Six Nations Health Services, which includes matters pertaining to the policies and procedures of Six Nations Health Services and Six Nations Elected Council.

Type	Contract
Closing Date	June 7 th , 2023
Hours of Work	35 hours weekly
Wage	\$50.00 per hour

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BASIC QUALIFICATIONS:

- Demonstrated three-year work experience in mental health, addictions or concurrent disorders
- Demonstrated supervisory experience
- Demonstrated knowledge of trauma informed care
- Demonstrated working knowledge of Electronic Medical Record systems
- Regulated Health Professional and a member in good standing with their regulated College in Ontario

AND

- Master's Degree in Health related field
 - Specialized certification in mental health, addictions or concurrent disorder
- OR
- Bachelor's Degree in Health related field
 - Specialized certification in mental health, addictions or concurrent disorder
- OR
- Registered Nurse
 - Certification in Psychiatric and Mental Health Nursing from Canadian Nursing Association

SUBMISSION PROCEDURE: (Choose one method ONLY):**Method #1: Online**

1. Please visit: <https://www.vscyberhosting.com/sixnations/> to access our job board and follow the directions to apply.
2. Please ensure all required documents are provided/uploaded with your application package, which include:
 - a. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualifies you for this position.
 - b. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
 - c. Copy of your education diploma/degree/certificate and transcript.
3. If you have any questions or need assistance please reach out to Lesleigh Rusnak, Staffing Officer at 519-445-2223 ext 4343 or via email at StaffHR@sixnations.ca.

Method #2: GREAT – Applications must include all of the following:

1. Printed, filled in and authorized Six Nations of the Grand River Application for Employment Form.
2. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualifies you for this position.
3. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
4. Photocopy of your education diploma/degree/certificate and transcript.
5. Place all documents listed above in a sealed envelope and mail to or drop off at:

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Mental Wellness Clinical Lead – Contract – 091-23-1

c/o Reception Desk

Grand River Employment & Training (GREAT)

P.O. Box 69, 16 Sunrise Court

Ohswéken, Ontario N0A 1M0

POSITION DESCRIPTION – HEALTH SERVICES

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POSITION TITLE: **Mental Wellness Clinical Lead**

REPORTING RELATIONSHIP:

Reports to and works under the direction and supervision of the Portfolio Lead – Mental Wellness, Six Nations Health Services, which includes matters pertaining to the policies and procedures of Six Nations Health Services and Six Nations Elected Council.

PURPOSE & SCOPE OF THE POSITION:

To assist the Portfolio Lead – Mental Wellness by overseeing the coordination and delivery of culturally appropriate clinical services for mental wellness within the Six Nations community.

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KEY DUTIES & RESPONSIBILITIES:

1. Technical Functions:

- Working knowledge of Regulated Health Professionals Act (RHPA) as well as profession specific regulations and standards.
 - Ensuring staff adhere to relevant legislation, policy, standards and regulations for documentation, privacy and confidentiality, scope of practice, and ethics
 - Maintaining client records in accordance with relevant regulatory college guidelines, practice standards and policies established by Six Nations Health Services for documentation in the Electronic Medical Record
- Supporting staff in the development and implementation of culturally appropriate client care plans to community members as required by:
 - Work with Mental Wellness Managers to determine caseload priorities
 - Ensure appropriate use of interventions based on scope of practice and practice standards established by respective regulatory colleges
 - Ensure appropriate use of interventions based on practice based evidence and current best practice guidelines

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- Participate in program development and accreditation activities
- Ensure staff are appropriately trained to competently deliver the care required and ensure supervision and mentorship is in place
- Provide clinical expertise, be an information resource, lead in training, education and orientation for staff, students and others
- Supporting clinical staff with the implementation of the Hodi:noshoni:/Rotinonhsion:ni Wellness Model, trauma-informed care and using culture as foundation for the development of services and programs
- Supporting the implementation of interprofessional model of care across Six Nations Health Services teams as well as with external organizations and their providers.
 - Coordination of interprofessional education
 - Supporting intraprofessional collaboration and communication
- Utilize culturally appropriate, evidence informed practice principles
- Comply with established safety precautions and standards, infection control procedures and aseptic and isolation techniques when indicated

2. **Communications Functions:**

- Communicate highly complex information about client conditions to multi-disciplinary team colleagues to ensure effective delivery of treatment
- Lead and support others to recognize, prioritize and respond appropriately to urgent and emergency situations including the assessment and management of risk
- Review clinical documentation regularly to:
 - Ensure actual work performed is duly documented and placed in the electronic medical record
 - Assist in the development and maintenance of provider service standards
- Attends staff meetings
- Employs appropriate communication skills when interacting with clients, families and other staff
- Attends case conferences and clinical rounds and provides input in order to coordinate care and optimize client outcomes
- Follows procedures for reporting hazardous conditions, equipment and incidents
- Ensures privacy is maintained in accordance with relevant regulations
- Provides appropriate advocacy for clients and families when necessary
- Communicates regularly with team managers
- Attends networking meetings as requested and provides a summary report of the meetings to the Team Manager
- Meets regularly with team managers to provide updates on staff and team functions
- Supports team managers in leading and monitoring the development of services, new ways of working and the implementation of change

3. **Administrative Functions:**

- Ensures understanding of own and others level of accountability and responsibility when delegating task and duties to unregulated health professionals, regulated health professionals and students

- Leads, participates in and cooperates with resolution of concerns, complaints and investigations as required
- Develops and supports staff in the implementation of the work plan including caseload guidelines for each discipline
- Develops, maintains and reports clinical indicators in collaboration with the mental wellness staff
- Supports the program development and evaluation process
- Supports the Team Manager in preparing and reviewing statistics as required

4. Other Functions:

- Performs other job related duties as may reasonably be required by the Team Manager and the Health Senior Leadership Team
- Provides coordination of students and volunteers
- Provides support to the Six Nations Emergency Measures Plan by ensuring awareness of the Emergency Measures Plan and assistance as instructed by the Director of Health Services.
- It is the responsibility of the employee to be aware of and adhere to all policies and procedures, including those that relate to client safety, staff safety and risk management.

WORKING CONDITIONS:

- Work requires physical activity and mental stress.
- Work has a high profile, extensive interaction with public and is subject to deadlines and interruptions.
- Work may at times be subject to unscheduled hours and out of office sessions.
- Work requires ability to prioritize tasks, work independently with minimal supervision, cope with many demands and time constraints

WORKING RELATIONSHIPS:

With the Portfolio Lead

Receives direction, guidance, encouragement; discusses plans and priorities.

With Program Managers

Provides clinical support, open communication, co-operation and team work.

With Other Staff

Promotes courtesy, co-operation and teamwork with all staff.

With External Agencies

Represents and promotes Six Nations interests relative to health services; maintains awareness of legislative policy and program changes; seeks to develop close working relationships.

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With the Public

Represents and promotes the health services interests of Six Nations; works in a courteous, co-operative positive and proactive manner, provides information and advice.

KNOWLEDGE AND SKILLS:

Minimum Requirements:

- Demonstrated three-year work experience in mental health, addictions or concurrent disorders
- Demonstrated supervisory experience
- Demonstrated knowledge of trauma informed care
- Demonstrated working knowledge of Electronic Medical Record systems
- Regulated Health Professional and a member in good standing with their regulated College in Ontario

AND

- Master's Degree in Health related field
- Specialized certification in mental health, addictions or concurrent disorder

OR

- Bachelor's Degree in Health related field
- Specialized certification in mental health, addictions or concurrent disorder

OR

- Registered Nurse
- Certification in Psychiatric and Mental Health Nursing from Canadian Nursing Association

Other Related Skills:

- Strong knowledge of Six Nations Community and importance of culture as foundation
- Must demonstrate strong leadership skills
- Commitment to professional development and mentorship
- Experience in supporting reflective practice
- Strong organizational and time management skills.
- Strong interpersonal, verbal and written communication skills.
- Understands the importance of Confidentiality. Ability to work with tact and discretion
- High level of computer skills – Microsoft Office – MS Word and Excel
- First Aid and CPR certified preferred

IMPACT OF ERROR:

Errors in judgement and in the conduct of duties could lead to loss of credibility, poor public relation, confusion, duplication of effort and misinformation being given to the Director of Health Services, Human Services Committee, Six Nations Elected Council, Government Agencies and the public.

CONTROL:

Guiding principles set by Health Services Department and Six Nations Elected Council.

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Works within the administrative policies and procedures established by the Six Nations Elected Council for the Health Services Department and other legislation provided by the respective governments.

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