



Psychologist / Psychologist Associate

Position Profile

Regional Support Associates (RSA), in association with Woodstock General Hospital, delivers a robust network of clinical and specialized services that enhance personal empowerment, community inclusion, participation and self-determination for individuals with intellectual disabilities. Well respected and supported by the province and Ministry for their important work and shared services model, RSA supports over 3,000 people and 125 agencies annually in 12 counties.

This is an outstanding opportunity for a caring, innovative Psychologist or Psychologist Associate to work with a talented, dedicated and multidisciplinary team of professionals in a collegial, collaborative, and supportive culture in this important, rewarding, and under-served field, and to make a real difference in the lives of individuals with intellectual disabilities.

As a Co-Lead in the Southern Network of Specialized Care, RSA offers inter-disciplinary clinical and specialized services informed by expertise within Behavioural Consultation, Case Management, Psychology, Psychiatry, Primary Health Care, Speech and Language Pathology, Occupational Therapy, Social Work and trauma informed care for people with intellectual disabilities across the Southwest Region of Ontario. RSA's multidisciplinary approach to service delivery ensures interaction and communication among all clinicians thereby ensuring that all biological, psychological and social factors are examined. RSA's involvement is dictated by the needs of the individual, family or organization supporting the individual. When possible, RSA provides clinical services within the home or environment where the individual is most comfortable or where they are experiencing difficulties.

Located in Woodstock or London, Ontario, the Psychologist or Psychologist Associate will be accountable for the review, assessment, consultation and supervision of treatment interventions for individuals (adults 18 years of age or older) who have intellectual disabilities and are experiencing emotional, behavioural, or medical difficulties which are beyond the scope of their caregivers to address. She/he will be responsible for the assessment and diagnosis of cognitive functioning and mental health issues, consultation with individuals, families and agencies, and development and delivery of training and workshops. The Psychologist/Psychologist Associate will also offer consultation and supervision to other staff and non-registered psychology staff, including four psychometrists, and will be expected to work closely with other team members to plan, implement and evaluate treatment and behavioural plans for the individuals we support. With a flexible schedule, the Psychologist/Psychologist Associate will travel regularly to clients in London, Woodstock, Grey Bruce, Windsor and Chatham.

In addition to the completion of a Master's degree or Ph.D. in psychology, the ideal Psychologist/ Psychologist Associate is either registered or eligible for registration with the College of Psychologists of Ontario and has deep knowledge of the field of social and health sciences. She/he has gained extensive experience in the field of intellectual disabilities, including Dual Diagnosis, Autism and Fetal Alcohol Syndrome, with a health care, mental health or social service agency, with a strong behavioural emphasis. With experience conducting psychological, behavioural and/or mental health assessment of adults, the Psychologist will be trained in Applied Behaviour Analysis. Possessing outstanding



interpersonal, written and verbal communication skills, she/he can deal congenially with a variety of people effectively and efficiently with minimal supervision.

This is an exciting time for RSA as they continue their crucial work to enhance the quality of life for individuals with intellectual disabilities and a wonderful opportunity for a talented, caring Psychologist/Psychologist Associate to join a dedicated multidisciplinary team that makes a real difference in the lives of individuals with intellectual disabilities.



About Regional Support Associates

Regional Support Associates Vision, Mission and Values

Our Mission



Regional Support Associates (RSA) will provide leading edge clinical and specialized supports aimed at enhancing the quality of life for individuals with intellectual/ developmental disabilities in their community. Our professional services are provided in a caring manner, tailored to the unique needs of individual, families and organizations served. RSA adheres to a collaborative approach that strives to build individual and community capacity through ethically sound and outcome-based interventions. We inspire innovation and creativity in ourselves and in those with whom we work, through our clinical & specialized practice, research, education, and community development in intellectual / developmental disabilities.

Our Vision

“ENHANCING THE LIVES OF INDIVIDUALS WITH INTELLECTUAL DISABILITIES THROUGH SPECIALIZED CLINICAL & CASE MANAGEMENT SERVICES”

Our Service Principles

Within the context of a consultative framework, Regional Support Associates is committed to the provision of services that:

- Enhance personal empowerment, community inclusion, participation and self determination
- Are of the highest quality and strive or move towards best practices that are evidence and outcome based with realistic and achievable goals
- Enhance community skills and knowledge and promote and foster existing and new community partnerships
- Adhere to high standards of ethical practice using the least intrusive and most effective, positive systems
- Are portable, easy to access and can be provided on-site or via videoconference based on individual needs



Regional Support Associates (RSA), in affiliation with Woodstock Hospital, provides a wide range of clinical and supportive services to adults with an intellectual disability including those with a Dual Diagnosis, Autism and Fetal Alcohol Syndrome. Well respected and supported by the province and Ministry for their important work and shared services model, RSA supports over 3,000 people and 125 agencies annually in 12 counties.

As Co-Lead in the Southern Network of Specialized Care, RSA services are delivered across the Southwest Region of Ontario following a multidisciplinary approach, with interaction and communication among all clinicians to ensure that all biological, psychological and social factors are examined. Inter-disciplinary clinical and specialized services are informed by expertise within Behavioural Consultation, Case Management, Psychology, Psychiatry, Primary Health Care, Speech and Language Pathology, Occupational Therapy, Social Work and trauma informed care for people with intellectual disabilities.

The team includes not only RSA professionals, but also the person receiving services, as well as his or her family and direct support professionals. Whenever possible, RSA provides clinical services within the home or environment where the individual is most comfortable or where they are experiencing difficulties. RSA provides services in a face-to-face manner and will also offer services via videoconference technology where deemed appropriate. RSA's involvement is dictated by the needs of the individual, family or organization supporting the individual.

RSA offers a broad assortment of training and educational opportunities within the areas of intellectual disability, challenging behaviour and mental health issues.

RSA is committed to the provision of clinical services from a Bio-Psycho-Social perspective, meaning challenging behaviour is seen as a symptom of other conditions. Such conditions might be biologically or medically based (BIO), psychologically based (PSYCH) or socially or environmentally based (SOCIAL). As such, RSA's goal is to improve the person's quality of life by the identification and recognition of the conditions that create or cause unwanted behaviours. RSA is committed to services that:

- That are portable and can be provided on-site based on the person's needs in a timely fashion
- By a method which is easy to access and of the highest quality that are outcome based with realistic and achievable goals
- Which enhance personal empowerment and self-determination
- Which enhance community skills and knowledge
- That promote and develop community partnerships



Psychologist/Psychologist Associate Opportunity

This is an exciting opportunity to work with a talented and dedicated team of professionals in a collegial, collaborative, and supportive culture and to develop and/or expand your expertise in the important, rewarding, and under-served field of intellectual disabilities.

The Psychologist or Psychologist Associate is accountable for the review, assessment, consultation and supervision of treatment interventions for individuals (adults 18 years of age and older) who have developmental disabilities and are experiencing emotional, behavioural, or medical difficulties which are beyond the scope of their caregivers to address. She/he will be responsible for the assessment and diagnosis of cognitive functioning and mental health issues, consultation with individuals, families and agencies along with developing and conducting training and workshops. The Psychologist or Psychologist Associate will also offer consultation and supervision to other non-registered psychology staff and will be expected to work closely with other team members to plan, implement and evaluate treatment and behavioural plans for the individuals receiving services from RSA.

Reporting to a Clinical Supervisor and located in either Woodstock or London, the Psychologist/Psychologist Associate will serve as a coach and mentor to four psychometrists. She/he will travel regularly to clients, dividing her/his time between London, Woodstock, Grey Bruce, Windsor and Chatham.

Desirable Leadership Experience and Competencies

The ideal candidate has completed a Master's or Ph.D. degree in psychology and is either registered or eligible for registration with the College of Psychologists of Ontario. With deep knowledge in the field of social and health sciences, she/he has extensive experience in the field of developmental disabilities with a health care, mental health or social service agency, with a strong behavioural emphasis. This may include Autism or Fetal Alcohol Syndrome. She/he will have experience conducting psychological, behavioural and/or mental health assessments of adults and working and training in Applied Behaviour Analysis. She/he has the ability to plan, execute and evaluate appropriate behavioural treatment programs in collaboration with a multidisciplinary team, and knowledge of a range of psychometric tests.

She/he will possess excellent interpersonal, written and verbal communication skills, and a demonstrated ability to deal congenially with a variety of people effectively and efficiently with minimal supervision. The Psychologist/Psychologist Associate can adhere to deadlines and prioritize multiple projects, and plan and prepare presentations and training programs. Knowledgeable in a variety of computer software applications and automated record keeping, she/he has demonstrated ability in adherence to client rights, understanding client's ability to direct care, and client confidentiality. She/he has a valid Driver's License with a minimum G2 standing, and access to a reliable automobile for extensive travel throughout Southwestern Ontario.

The Psychologist/Psychologist Associate functions transparently and takes responsibility for their own actions and decisions. Accountable and dependable, she/he always follows up and delivers. She/he is consistent personally and professionally. She/he shows up, leads, contributes and exceeds all expectations in their role. She/he quickly declares any and all conflicts well in advance should they arise. The Psychologist/Psychologist Associate has personal integrity, is trustworthy, and insists that that the RSA behaves ethically. She/he will work to ensure an open, transparent and



inclusive culture. Personally, and professionally, she/he will always represent the best of the RSA and work to enhance the RSA's reputation.

The Psychologist/Psychologist Associate builds rapport well, easily engages others, and puts people at ease. She/he is approachable, credible and authentic, builds respect, and can leverage existing and professional networks on behalf of the RSA. Committed to the continued growth of the RSA, the Psychologist works to resolve issues, treats others in a respectful and supportive manner, and can work collaboratively and respectfully with all members of the service team when arriving at solutions. Compassionate, caring and empathetic, she/he genuinely cares about her/his clients and service team and is always ready to provide support. The Psychologist works well with all members of the multidisciplinary service team, and with a diverse set of skills and personalities in and related to the RSA.

The Psychologist/Psychologist Associate is culturally sensitive and skillfully supports other forms of diversity. She/he listens well and is precise and concise in communication, balanced with enthusiasm. She/he knows how collegiality contributes to the culture of an organization and actively contributes to the collaborative, strong learning culture of the RSA. Respected for her/his ability to hear all sides of an issue and to make all contributors to the conversation feel valued and heard, she/he successfully closes negotiations and achieves the best possible result for the RSA. She/he finds win-win solutions that foster, build and respect relationships, and is particularly skilled at managing emotions and personalities in meetings, effectively managing confrontation and resolving conflict.

The Psychologist/Psychologist Associate effectively assesses priorities, enabling focus on what is important. A consensus-oriented decision maker, she/he can confidently make informed decisions based on experience, evidence and sound analysis. Productive and high energy, she/he handles high volumes and stress levels with aplomb, attends to all details, and 'gets it done' without a lot of fanfare but with the right amount of enthusiasm and drive. Naturally flexible and adaptable, she/he can deal with tough calls, modifying or shifting positions as situations or objectives evolve, and will always place their duty to the RSA's best interest above their own view.

Key Accountabilities and Success Indicators

By the end of the first six months, the successful Psychologist/ Psychologist Associate will have:

- Gained the confidence and respect of psychometrists, non-registered psychology staff, clients and colleagues.
- Developed a sound understanding of the role, organization, processes, and client base.

By the end of the first year, the successful Psychologist/ Psychologist Associate will have:

- Embraced, engaged, and improved processes and the quality and efficiency of assessments and sign-offs.
- Developed psychometrist skills, practices and engagement.



How to Apply

If you are interested in exploring this exciting Psychologist/Psychologist Associate opportunity with Regional Support Associates, please provide a cover letter and resume highlighting your relevant experience to both Paul Bruner, Managing Director, Arlington Partners International at paulbruner@arlingtonpartnersinc.com and Devin New, Researcher and Consultant, at devinnew@arlingtonpartnersinc.com.

We look forward to exploring your candidacy.

Please note: We are supplying this information to you on a confidential basis and exclusively for the purposes of this specific Psychologist/Psychologist Associate opportunity. No other use, dissemination or sharing of the contents of this document is authorized. Appropriate care must be exercised by the reader, with respect to the private and confidential information contained herein.