**Provincial Psychologist**

The Ministry of Labour, Training and Skills Development seeks an experienced Psychologist to join a dedicated team of professionals in the design and delivery of the ministry’s policies and programs to address workplace violence, workplace harassment and workplace mental health.

As a Provincial Psychologist, you will represent the MLTSD by participating as an expert in related committees and meetings with internal and external contacts engaged in work that involves prevention of violence and harassment, and promotion of work-related mental health. Your work will draw upon your clinical and professional experience to then focus on population-level approaches to protecting the health and safety of workers in the context of preventing violence and harassment and promoting workplace mental health.

The Ontario Public Service offers a comprehensive and competitive compensation package, including:

- A defined benefit pension plan
- Maternity and parental leave top-up benefits
- A comprehensive health and dental plan
- Life and disability insurance
- A progressive work environment that promotes work/life balance
- Flexible learning and developmental opportunities, including online, education and mentorship programs
- Opportunities for career advancement and specialization

The Ontario Public Service has been chosen as one of:

- Canada’s Top 100 Employers
- Greater Toronto’s Top 90 Employers
- Canada’s Best Diversity Employers
- Canada’s Greenest Employer
- Top Employers for Canadians Under 40

**What can I expect to do in this role?**

As the Provincial Psychologist for the Fair, Safe and Healthy Workplaces (FSHW) Division of the MLTSD, your role requires:

1. Playing a lead role in the initiation and development of MLTSD strategic and operational positions regarding work-related mental health issues, and workplace violence and harassment.
2. Representing the MLTSD by participating as an expert in related committees and meetings with internal and external contacts and system tables engaged in workplace violence, harassment and work-related mental health work, and advising the MLTSD on how matters arising from these meetings impact MLTSD positions and programs.
3. Organizing and participating in research and program evaluation projects; providing evidence-based advice and guidance to management and professional staff regarding prevention of work-related mental health issues and enforcement of workplace violence and harassment requirements.
4. Developing, delivering, and evaluating related training content and learning materials and tools for Inspectors, Regional Program Coordinators and management in the field and other operational personnel and management.
5. Developing tools and policies, and providing practical support, for implementation and operation in the field, including case-specific practical guidance to Inspectors, Regional Program Coordinators and Managers in the field.
6. Providing ongoing professional, policy and program expertise and general support as a content expert to the inspectorate on common issues arising in the course of their work.
7. Where appropriate, evaluating reports and recommending action. Advising Inspectors and managers about options, risks and next steps.
8. Advising Management and legal specialists and providing expertise and opinions to support their action within the scope of addressing workplace violence and harassment.
9. Support of cases of an appeal and/or where prosecution is recommended. Serves as an expert witness in appeals and in court.
10. Support and advice to the both Prevention and FSHW Divisions (including the inspectorate) and other Ministry programs regarding current and emerging psychological matters affecting workplaces.
Management has the right to assign other duties.

**Location:** Toronto

**How do I qualify?**

**Mandatory**

- You have a current registration with the College of Psychologists of Ontario as a Psychologist in the Province of Ontario.
- Graduate and/or post-graduate level training in psychology

**Technical Knowledge and Expertise**

- You have knowledge of the science and practices of psychology, including knowledge in the area of industrial/organizational psychology,
- You have knowledge of provincial/federal statutes relating to the practice of psychology.
- You can plan, research, develop and advise on prevention, protection, compliance and enforcement policies, programs and performance measures regarding workplace harassment, violence and mental health promotion
- You have knowledge of how mental health in the workplace is affected both by specific workplace factors and actors, as well as broader cultural contexts and issues that have an impact on mental health in the workplace
- You have the ability to remain apprised of trends, developments and advances in research and best practices on addressing workplace harassment, violence, work-related mental health promotion and related subjects, and consulting with professionals inside the ministry and externally to remain current, including through continuing professional development.

**Legislative and Policy Knowledge**

- The ability to interpret and apply related legislation (Occupational Health and Safety Act, Workplace Safety and Insurance Act, FIPPA, Ontario Human Rights Code), related policies and programs, and policy and program evaluation techniques
- The ability to research, develop and recommend policy and program options, and evaluate and report on policy and program effectiveness.
- You have knowledge of due process and confidentiality/privacy concerns as they relate to work related mental health, workplace harassment and workplace violence issues
- Knowledge of the Ontario business/industrial community, the occupational health and safety system, and the human rights framework to use as a context for policy and program development and review, as well as individual investigations.

**Communication and Analytical Skills**

- You have knowledge of specialized technical terminology and skills in expressing complex findings and ideas in clear terms when communicating with Ministry staff and with external stakeholders.
- You have leadership, teamwork and project management skills in order to lead and to participate in program activities and committees, projects, etc.
- You are able to obtain and sustain trust, and to maintain strong working relationships with multi-disciplinary staff and diverse contacts in the business and industrial and professional community.

**OPS Commitment to diversity, inclusion, accessibility, and anti-racism:**

We are committed to build a workforce that reflects the communities we serve and to promote a diverse, anti-racist, inclusive, accessible, merit-based, respectful and equitable workplace.

We invite all interested individuals to apply and encourage applications from people with disabilities, Indigenous, Black, and racialized individuals, as well as people from a diversity of ethnic and cultural origins, sexual orientations, gender identities and expressions.

Visit the [OPS Anti-Racism Policy](#) and the [OPS Diversity and Inclusion Blueprint](#) pages to learn more about the OPS commitment to advance racial equity, accessibility, diversity, and inclusion in the public service.

We offer employment accommodation across the recruitment process and all aspects of employment consistent with the requirements of Ontario’s [Human Rights Code](#). Refer to the application instructions below if you require a disability-related accommodation.
Salary Range: $1,747.18 - $2,305.42 Per Week

Additional information:
- 1 Permanent - Full Time, 505 University Avenue, Toronto, Toronto Region

Note:
- Effective October 1, 2021, the OPS COVID-19 Safe Workplace Directive requires all Ontario Public Service employees to provide proof they are fully vaccinated, meaning they are fully vaccinated as defined by the Ministry of Health (refer to: COVID-19 Fully Vaccinated Status in Ontario) (https://health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/vaccine/COVID-19_fully_vaccinated_status_ontario.pdf), including 14 calendar days have passed since receiving their final dose of the COVID-19 vaccine.

Employees who do not provide proof of full vaccination will be deemed 'not vaccinated' under the Directive and will be required to attend a vaccine education program and undergo regular rapid antigen testing. Employees who are not vaccinated under the policy with a valid medical exemption will not be required to attend a vaccine education program but must undergo regular rapid antigen testing.

Please apply online, at www.ontario.ca/careers, quoting Job ID 171444, by Wednesday, January 5, 2022. Please follow the instructions to submit your application. Faxes are not being accepted at this time.

If you require accommodation in order to participate in the recruitment process, please contact us at www.gojobs.gov.on.ca/ContactUs.aspx to provide your contact information. Recruitment Services staff will contact you within 48 hours. Only those applicants selected for an interview will be contacted.

The Ontario Public Service is an inclusive employer. Accommodation will be provided in accordance with Ontario's Human Rights Code.

www.ontario.ca/careers