Career Opportunity

CLINICAL MANAGER
Child & Family Job Class
Permanent
$116,837.15 - $145,966.1

The Catholic Children’s Aid Society, on behalf of the Catholic community, is committed to providing social services that protect children and strengthen family life. If you value human dignity; the courage and integrity to take a stand; partnership and teamwork; cultural, racial, and individual differences; and are committed to professional excellence and the well-being of children, then contribute your talents as a member of the Service Management and Senior Leadership Teams.

The successful candidate will provide organizational leadership as a member of both the Service Management Team and the Senior Leadership Team.

Purpose of the Position:

To provide leadership to clinical services and consultation to child welfare staff, foster parents and community partners utilizing a Trauma Informed and Anti Racism-Anti Oppression lens. Further, to manage and lead the identification, selection, development and implementation of clinical portfolios and programs within the organization that enhance clinical service delivery that drives a high performing, compassionate, caring, and trauma-informed service recipient focused culture.

Areas of Responsibilities:

- Provide ongoing clinical support and leadership, including case consultation, practice groups and learning opportunities to ensure fidelity to a trauma-informed practice framework for all existing and new staff.
- Provide high quality clinical services and consultation to child welfare staff in the provision of full-service recipient engagement.
- Provide direct leadership, administrative and program oversight of the Society’s Psychological Services, including providing direction, support and supervision to the Coordinator of Psychological Services and all other psychological services’ functions and staffing.
- Provide advice, support, tools, and resources to staff that centre cultural safety and promote anti-oppressive clinical practices.
- Manage “purchased therapy services” for children and youth in care, and children, youth and families in the community as requested, including networking, and researching appropriate service providers and facilitating referrals.
- Manage clinical consultant services including ensuring consultants hired have the required knowledge, skills, experience, and credentials; ensure that consultants provide service through a trauma-informed (TIP), evidence informed (EIP) and anti-racist anti-oppressive (ARAO) lens.
- Develop clinical policies and procedures as required, including conducting a review of agency policies, procedures, and practices to
identify and amend those to align with a clinical and trauma-informed approach to service.

- Develop and implement a process for resolution of clinical disputes among service teams with a view to learning and continuously building practice capacity.
- Ensure service recipients are receiving the best possible clinical services inclusive of trauma informed, evidence informed and anti-racist anti-oppressive approaches.
- Identify priorities for staff clinical development and training and provide staff training as needed.
- Ensure that clinical work is guided by: evidence-based approaches, best practices, clinical practice guidelines, and informed by service user feedback and outcome measurement. Ensure that services are of the highest quality meeting agency, government, and sector standards.
- Review external training programs/opportunities to ensure they align with the agency’s ARAO/TIP/EIP/Catholic Identity framework and approach to clinical practice and provide recommendations/endorsement for training opportunities.
- Provide consultation and support to the Training Coordinator and staff conducting internal trainings to ensure that they incorporate and are consistent with clinical and TIP principles and practices.
- Identify, develop, implement, and sustain a clinical supervision model that incorporates a trauma informed, evidence-informed and anti-racist anti-oppressive practice framework.
- Collaborate with Human Resources to ensure that hiring practices and onboarding practices integrate a clinical and trauma-informed lens.
- Collaborate with Quality Assurance to ensure that appropriate clinical evaluation tools and emerging, relevant clinical child welfare evidence and practices are identified, analyzed, and shared with clinicians. All should centre cultural safety and anti-oppression.
- Make recommendations to the Service Management and Senior Leadership teams regarding organizational structures that support trauma-informed clinical work.
- Lead the development and implementation of organizational activities that serve to reduce and prevent the impact of secondary trauma on staff and promote and enhance staff wellbeing and resilience.
- Lead the development and delivery of training and learning curriculums for staff and caregivers (i.e., foster, kin and adoptive) regarding trauma, attachment, child development and other relevant topics as needed. Coach and mentor, a core group of staff through a train the trainer model to build internal capacity to deliver this training.
- Support the development of a knowledge-to-practice framework to develop and sustain clinical skills to embed trauma-informed practice across all functions in the organization, with a focus on internal capacity building with respect to clinical assessment and practice skills.
- Lead the identification and implementation of an assessment framework to support a holistic approach that includes routinely screening for trauma, and the embedding of a trauma-informed lens in case formulation and planning.
- Support and advocate on behalf of service recipients to ensure that they have access to trauma-informed services within the society and in the community
Educational Background & Experience:

- Ph.D. in Clinical Psychology, and licensed to work with children, and adults.
- Member in good standing with the College of Psychologists of Ontario.
- Minimum of 8 (eight) years of related clinical experience with at least three (3) years held at a management level; experience in a children and youth mental health setting preferred.
- Clinical training and experience that is informed by knowledge of the needs of equity-seeking groups (e.g., Black, Indigenous, LGBTQ2S+, etc.) and sensitive to cultural, and religious beliefs, that addresses the diversity and complexity of individuals and families served.
- Previous experience leading a team, championing organizational change, and building clinical capacity in staff.
- Experience with program development and/or the implementation and evaluation of evidence-informed practices, including experience using the concepts and principles of Implementation Science.

Skills & Knowledge Required:

- An excellent understanding of the skills required for effective change management.
- Current knowledge of the Child, Youth and Family Services Act.
- Knowledge of theory and methods for program design and evaluation.
- Ability to work effectively in a multi-disciplinary setting and interest in and experience working with a variety of professionals, including building partnerships across organizations.
- Knowledge of child welfare legal processes and proceedings.
- Excellent management skills to develop and coordinate the implementation of a range of programs, models, and services consistent with trauma-informed care across the organization.
- Excellent verbal, written and listening communication skills and interpersonal skills in order to work effectively with individuals and groups from a variety of diverse communities and to gain support, commitment, facilitate change and resolve conflict in an effective manner.
- Demonstrated understanding of, and commitment to, integrating the values in the CCAS Mission Statement, the principles of equity, justice, non-discrimination and accessibility into practice, service delivery and team relationships.
- A good understanding of the CCAS values, service philosophy and objectives to provide direction and support to service staff, and to ensure that services are managed consistently within the established values of the Society.
- Mediation, negotiation, and facilitation skills.
- Ability to provide critical thinking in all problem-solving processes and effectively manage conflict.
- Strong leadership abilities to empower, network and motivate staff and caregivers to incorporate trauma informed and anti-racist anti-oppression principles in daily practice.
- Experience leading a team.
- Demonstrated ability to work with and maintain confidentiality.
• Demonstrated understanding of health and safety practices and procedures, as well as Ontario’s relevant health and safety legislation.

Assets:

• Experience in leading programs and initiatives focused on working with children, youth, and families from multiple cultural and racial backgrounds.
• Previous training and or experience in organizational and change management will be considered an asset.
• Fluency in French.
• Ability to provide services in a second language.

Click here to apply.

File #22-022 - Please submit your cover letter and resume no later than:
Internal Closing Date: Friday, March 18, 2022 at 11:59PM.

External Closing Date: Tuesday, March 29, 2022 at 11:59PM

The Catholic Children's Aid Society of Toronto has a COVID-19 vaccination policy in place. It is a requirement of employment that successful applicants be fully vaccinated against COVID-19, unless a valid exemption under the Ontario Human Rights Code is provided.

We appreciate all applications received. All communications will be held in strict and professional confidence. Only those candidates selected for an interview will be contacted. We thank all applicants for their submissions.

CCAS is committed to a selection process that values equity, diversity, and inclusion and also reflects the community serves.

Anti-Oppression/Anti-Racism at CCAS

CCAS is committed to having a workforce that is reflective of the diversity of the City of Toronto and strongly encourages application from all qualified individuals, especially those who can provide different perspectives and contribute to a further diversification of ideas.

Accommodation at CCAS

We are committed to a selection process and work environment that is inclusive and barrier free. Accommodation will be provided in accordance with the Ontario Human Rights Code. Applicants need to make any accommodation requests for the interview or selection process known in advance by contacting the Human Resources Department at 416-395-1500. Human Resources will work together with the hiring committee to arrange reasonable and appropriate accommodation for the selection process which will enable you to be assessed in a fair and equitable manner.

All communications will be held in strict and professional confidence.

The Catholic Children's Aid Society of Toronto is committed to equity and
diversity and encourages applicants from varied backgrounds. We will accommodate disabilities in the recruitment process in accordance with the Ontario Human Rights Code. Should an applicant require an accommodation during the recruitment process, please contact the Human Resources Department.