

Job Title: STAFF PSYCHOLOGIST

- **Job ID:** 27893
- **Job Category:** Emergency, Fire and Paramedics Services
- **Division & Section:** Toronto Paramedic Services, PS Program Dev & Professional Standards
- **Work Location:** FIRE & PARAMEDIC HQ & EMS STATION 53, 4330 Dufferin St, Toronto, M3H 5R9
- **Job Type & Duration:** Full-time, Permanent
- **Salary:** \$112,075.60 - \$131,677.00, TM0022 and Wage Grade 8
- **Shift Information:** Mon to Friday 35 hours per week per week
- **Affiliation:** Non-Union
- **Number of Positions Open:** 1
- **Posting Period:** 11-May-2022 to 30-May-2022

Major Responsibilities:

- Develops detailed plans and recommends policies regarding specific requirements for the Divisional Psychological Health & Wellness program.
- Manages assigned projects, ensuring effective teamwork and communication, high standards of work quality and organizational performance and continuous learning.
- Provides advice as required to the Senior Management Team, analyzing available aggregate data for trends and making recommendations to address staff and organizational needs.
- Assesses and reports on emerging trends and developments in the field, corporate policies and practices, legislative changes and initiatives by other levels of government in the area of psychological health and wellness and initiates actions to address these changes/initiatives.
- Ensures that any project expenditures are controlled and maintained within approved budget limitations.
- Collaborates in developing a plan to respond to small and large-scale traumatic incidents and disasters intended to mitigate the psychological impact upon staff and their families.
- Arranges for social and psychological support providers for staff and may be required to provide initial psychological consultation and/or intervention prior to referral following traumatic events.
- Identifies and analyzes psychological health, wellness training needs and, through leadership and consultation develops, designs and delivers training programs to meet with legislation; corporate policies/programs and organizational needs.
- Observes best practices and maintains competency in the delivery of high quality, evidence-based, psychological services to first responders employees..
- Develops and delivers training to the division oriented to staff education and development and health promotion.
- Acts as clinical advisor to a team of employees providing peer support, including advice on team selection, policies and procedures, and provides ongoing training and development and clinical oversight for this team.

- Initiates, builds and maintains relationships with internal and external partners in order to develop, facilitate and promote psychological health and wellness which support emerging trends and organizational needs.
- Fosters and maintains a cooperative working relationship with the City of Toronto Employee Assistance Program (EAP) staff, other psychologists in the field, and with allied services such as Toronto Fire and Police Services.
- Determines how best to work with Paramedic Services staff, EAP staff and allied agencies in dealing with psychological and social issues related to staff and their families.
- May be required to attend on site within a reasonable timeframe (i.e., two to three hours) for extraordinary critical circumstances, as requested by senior management staff.

Key Qualifications:

1. Must be registered as a Psychologist or Psychological Associate within the Province of Ontario, and be a member in good standing of the College of Psychologists of Ontario.
2. Considerable experience providing emergency services personnel with initial psychological consultation and screening, evidence-based, short-term, clinical interventions, and referral to appropriate treatment resources.
3. Experience working in or consulting for a large complex unionized organization.
4. Experience in developing psychological health and wellness programs and creating relevant materials to support these.
5. Experience with facilitation of working groups and management of multiple, concurrent high priority tasks.
6. Experience in leading a diverse and inclusive workforce which includes mentoring, motivating and managing staff.
7. Strong interpersonal skills and the ability to work effectively with all levels of staff and union representatives.
8. Ability to exercise good judgement and decision-making in handling situations of a complex and sensitive nature, using tact and discernment while maintaining confidentiality.
9. Prior experience working with Paramedics and Emergency Medical Dispatchers is an asset.
10. Extensive knowledge and understanding of Operational Stress and Post Traumatic Stress and the effect of workplace psychological injuries on emergency responder personnel. Knowledge of the Workplace Safety and Insurance Board processes to support the recovery of injured employees is an asset.
11. Familiar with pre-placement psychological evaluations for applicants seeking employment, and in consideration of promotional opportunities including the appropriate use of psychological tests for such assessments.
12. A history of proven knowledge and experience in providing crisis intervention and early interventions.
13. Able to provide individual, marital, and family psychological consultations, brief, evidence-based, clinical interventions, and referral.

14. Thorough knowledge of collective agreement provisions and relevant Legislation (e.g. Occupational Health and Safety Act, Ontario Human Rights Code, Health Disciplines Act, Supporting Ontario's First Responders Act) and the *Workplace Safety and Insurance Act* with the ability to communicate its significance and relevancy to each situation.
15. Excellent project management skills.
16. Excellent written, verbal and presentation skills.
17. Proficiency in Microsoft Office applications (i.e. Excel, MS Access, MS Word, PowerPoint, etc.).
18. Willing and able to work outside of regular business hours in critical circumstances.
19. Possession of a valid Ontario Driver's License (job function may involve attendance to more than one location in a day).

Note: All City of Toronto employees are required to be fully vaccinated as a condition of hire in accordance with the City's [Mandatory Vaccination Policy](#). Candidates will be required to show proof of vaccination during the recruitment process.

City of Toronto employees are eligible to apply for the posted job opportunity, but cannot hold two different jobs. To be considered for this job posting, you must indicate that you are a "Current City of Toronto employee" on the on-line application form, and provide your "Employee Number".

Equity, Diversity and Inclusion

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Accommodation

The City of Toronto is committed to creating an accessible and inclusive organization. We are committed to providing barrier-free and accessible employment practices in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). Should you require Code-protected accommodation through any stage of the recruitment process, please make them known when contacted and we will work with you to meet your needs. [Disability-related accommodation during the application process is available upon request](#). Learn more about the City's [Hiring Policies and Accommodation Process](#).

How to Apply

For more information on this and other opportunities with the City of Toronto, visit us online at <https://jobs.toronto.ca/jobsatcity/>

To apply online, submit your resume, quoting Job ID 27893, by May 26, 2022.