

Psychologist - 3 positions

The **Ministry of the Solicitor General, Ontario Provincial Police (OPP), Healthy Workplace Commander**, seeks registered psychologists to develop and deliver programming specific to unique policing needs and to facilitate education programs to both uniform and civilian members.

Note: Flexibility in work schedule and location is possible, as travel across the region or division serviced is required. There are currently three positions available at the locations noted below:

- **Orillia - Central Region**
- **Thunder Bay - North West Region**
- **Aurora - Highway Safety Division**

About Us:

The Ontario Provincial Police (OPP) is one of North America's largest deployed police services, with more than 5,800 uniformed officers, 2,400 civilian employees and 830 auxiliary officers. We provide essential services that ensure the safety and security of the people of the Province of Ontario. The OPP is a division of the Ministry of the Solicitor General, the largest operational ministry in the Province, with a presence in every community across Ontario. We are the largest police service in Ontario and the second largest in Canada.

The Healthy Workplace Team provides access to a wide range of health and wellness services. Our team is comprised of psychologists, mental health clinicians, and care navigators. Our team also offers fitness and nutrition services. The Healthy Workplace Team coordinates organizational and wellness programs, including peer support and the Chaplaincy Program. Our team also coordinates and supports the occupational medicine program for employees and managers, which is delivered by an external occupational physician.

The OPP Values promote always doing the right things for the right reasons, by:

- Serving with PRIDE, PROFESSIONALISM and HONOUR.
- Interacting with RESPECT, COMPASSION and FAIRNESS.
- Leading with INTEGRITY, HONESTY and COURAGE.

OPS/OPP 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](https://www.ontario.ca/page/ontario-public-service-anti-racism-policy) < <https://www.ontario.ca/page/ontario-public-service-anti-racism-policy> > and the [OPS Diversity and Inclusion Blueprint](https://www.ontario.ca/page/ops-inclusion-diversity-blueprint) < <https://www.ontario.ca/page/ops-inclusion-diversity-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](http://www.ohrc.on.ca/en/ontario-human-rights-code) < <http://www.ohrc.on.ca/en/ontario-human-rights-code> >. Refer to the application instructions below if you require a disability-related accommodation.

How do I qualify?

Mandatory:

- Successful completion of a Ph.D. or M.A. in Clinical Psychology, or recognized equivalent, from an accredited university.
- Current registration as a psychologist or psychological associate in good standing with the College of Psychologists of Ontario (CPO).
- Valid Class "G" Driver's Licence and/or ability to travel extensively, as required (fleet vehicle provided).
- Availability to provide after-hours support for members on an as0needed basis (i.e. critical incidents).
- Ability to pass an OPP background security investigation.

Specialized Knowledge and Skills

- Post-graduate clinical psychologist experience, with knowledge of personality assessment and evidence-based approaches to short-term treatment.
- Ability to provide professional psychological support to first responders in traditional and non-traditional environments, including virtual and in-field settings.
- Confidence navigating ethical decision-making and consulting, as needed.

Communication and Interpersonal Skills

- Highest level of integrity and professional confidentiality to support our members.
- Ability to effectively respond to uniform and civilian members in crisis.
- Ability to effectively communicate information on assessment approaches, findings, treatments and educational activities.
- Ability to maintain strong working relationships with uniform and civilian members, as well as organization partners and stakeholders.

Program Development, Analytical and Organizational Skills

- Capacity to evaluate the effectiveness and efficiency of treatment and rehabilitative programs.
- Ability to work independently and function with minimal supervision, demonstrating initiative, analytical skills, leadership, superior judgement and decision-making ability.
- A high degree of professionalism and the ability to balance competing client demands in a high-paced work environment.
- Ability to support the development, implementation and facilitation of educational initiatives designed to reduce stigma regarding psychological help-seeking and enhance the resilience and coping abilities of members.
- Ability to organize and co-ordinate psychological services, including wellbeing check-ins for specialized units.

Salary Range: \$92,252 to \$130,028 annually

Note:

- Ensure that you read the job description to make sure you understand this job. Even if you don't meet every requirement in this job description, we still encourage you to apply.
- If you are a Canadian Armed Forces veteran who has been honourably discharged or if you retired from active service, please identify this in your cover letter or resume when applying. This does not apply to veterans who are currently Ontario Public Service employees (i.e. Ministry and Commission public body employees). If you are selected for an interview, please be prepared to bring an original copy of your proof of status (Veteran's ID card or Certificate of Service).
- 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)) (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 submit your resume and cover letter, quoting **Job ID 192650 (File No. 22-438)**, and showing how your qualifications, training and experience relate to the position, by no later than **11:59 pm on Saturday, January 14, 2023**, to: **Superintendent Tina Maier, Ontario Provincial Police. Email: tina.maier@opp.ca. Telephone: 705-329-6869.** Only those applicants selected for an interview will be contacted.

The Ontario Provincial Police is dedicated to ensuring open, accessible, equitable and respectful workplaces, and is committed to reflecting the diverse communities it serves. We encourage applications from members of our diverse communities, including Indigenous Peoples, persons with disabilities, women, persons from racialized groups, 2SLGBTQ+ persons, those who are able to speak

fluently in another language(s), and anyone committed to a rewarding career in public service. The Ontario Provincial Police is an equal opportunity employer and accommodations will be provided in all stages of our hiring processes, as necessary. If you require accommodation in order to apply for this position, please contact the hiring manager.

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

www.ontario.ca/careers