



## STAFF PSYCHOLOGIST

**Job ID:** 35885

**Job Category:** Health Services

**Division & Section:** Toronto Paramedic Services, PS Program Dev & Professional Standards

**Work Location:** FIRE AND PARAMEDIC HQ, 4330 Dufferin St

**Job Type & Duration:** Full-time, Permanent

**Salary:** \$140,000 - \$176,439.TM0022, Wage Grade 9

**Shift Information:** Monday to Friday, 35 hours per week per week

**Affiliation:** Non-Union

Qualified List will be established to fill permanent and temporary positions.

**Number of Positions Open:** 1

**Posting Period:** 01-Mar-2023 to 30-Mar-2023

An integral member of the Toronto Paramedic Services team, the Staff Psychologist is focused on staff well-being by providing short-term counselling, psychological intervention/services and training programs. As a registered Psychologist or Psychological Associate in Ontario this role will lead the consultation, planning, development and implementation of strategies, programs, initiatives and supports to promote the psychological health and wellness of staff.

### Major Responsibilities:

- Develops and implements detailed plans and recommends policies regarding program specific requirements.
  - Manages, motivates and trains the unit's staff, ensuring effective teamwork, high standards of work quality and organizational performance, continuous learning and encourages innovation in others.
  - Supervises the day to day operation of all assigned staff including the scheduling, assigning and reviewing of work. Authorizes and controls vacation and overtime requests. Monitors and evaluates staff performance, approves salary increments and recommends disciplinary action when necessary.
  - Develops, recommends and administers the annual budget for the unit, and ensures that the project expenditures are controlled and maintained within approved budget limitations.
  - 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 makes recommendations for program development and implementation, and initiates actions to address these changes/initiatives.
  - Plans, develops, oversees, and delivers, post-incident interventions to support staff, promotes self-care, and assists staff in accessing resources for additional/ongoing assistance following exposure to traumatic events.
  - Participates in comprehensive collaboration and coordination involving internal and external partners. Actively reviews and assesses work methods and requirements to ensure that the most effective and efficient practices are employed.
  - Makes recommendations for the development of psychological service standards, policies, and procedures of the Division based on analysis, best practices and developments in the field.
  - Provides psychological services for divisional staff including: consultation, assessment,
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evidence-based short-term clinical interventions, referral to community-based and specialized treatment, and early interventions following exposure to traumatic events.

- Consults with and provides advice to management staff to assist them in effectively managing and assisting employees who may be experiencing personal, family, health, and psychological concerns.
- Responds to staff who are experiencing mental health crises or following exposure to significant traumatic events, to provide psychological support and intervention, within a reasonable timeframe (including evenings and weekends, when required).
- Identifies and analyzes psychological health and wellness training needs and through leadership and consultation, plans, develops, delivers, and oversees training programs to meet with legislation, corporate policies/programs and other educational initiatives designed to reduce stigma, prevent suicide, and promote the psychological health and wellness and resiliency of staff, on and off the job.
- Advises a team of peer to peer volunteers, including member screening and selection, onboarding and ongoing training, policies. Ensures work is undertaken in a manner that complies with and supports City compliance with the Ontario Occupational Health and Safety Act (OHSA), other relevant codes and regulations and City policies.
- Fosters and maintains a cooperative working relationship with other psychologists in the field, the City of Toronto Employee and Family Assistance Program (EAFP) staff, and with allied services such as Toronto Police Service and Toronto Fire Services to develop, facilitate and promote psychological health and wellness to support emerging trends and organizational needs.
- Determines how best to work with internal staff, EAFP staff and allied agencies in dealing with psychological and social issues related to staff and their families.
- Undertakes research projects related to the psychological health and wellness of staff.
- Analyzes available aggregate data for trends and makes recommendations to Senior Management to address the psychological health and wellness of staff and the organizational needs.

#### **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 clinical experience, coupled with team leadership expertise to manage the Provision of Psychological services.
  3. Experience leading the development and delivery of psychological health and wellness programs.
  4. Experience providing emergency services personnel with initial psychological consultation and screening, evidence-based, short-term, clinical interventions, including crisis intervention and referral to appropriate treatment resources.
  5. Strong interpersonal skills and the ability to work effectively with all levels of staff and union representatives.
  6. Ability to exercise good judgement and decision-making in handling situations of a complex and sensitive nature, using tact and discernment while maintaining confidentiality.
  7. 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.
  8. Ability to provide individual, marital, and family psychological consultations, brief, evidence-based, clinical intervention, and referrals.
  9. Extensive knowledge of relevant legislation (e.g. Occupational Health and Safety Act, Ontario Human Rights Code, Health Disciplines Act) and the *Workplace Safety and Insurance Act* with the ability to communicate its significance and relevancy to each situation.
  10. Proficiency in Microsoft Office applications (i.e. Excel, Access, Word, PowerPoint, etc.) to produce reports and analyze data.
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11. Ability to work outside of regular business hours in critical circumstances.
12. Possession of a valid Ontario G Driver's License and access to a vehicle.

**A Qualified List of candidates will be established** for the Staff Psychologist position in the Toronto Paramedic Services Division and will be in effect for 24 months from the date the list is created. Qualified candidates on the list may be considered when filling future permanent and/or temporary vacancies in this position.

**Note:**

Applicants are required to demonstrate in their resume that their qualifications match those specified in the job posting.

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**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 35885**, by **Thursday, March 30, 2023**.

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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](https://jobs.toronto.ca/jobsatcity/content/Hiring-Policies-and-Statements/?locale=en_US). Learn more about the City's [Hiring Policies and Accommodation Process](https://jobs.toronto.ca/jobsatcity/content/Hiring-Policies-and-Statements/?locale=en_US) < [https://jobs.toronto.ca/jobsatcity/content/Hiring-Policies-and-Statements/?locale=en\\_US](https://jobs.toronto.ca/jobsatcity/content/Hiring-Policies-and-Statements/?locale=en_US) >.

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