Regional Support Associates (RSA), in association with Woodstock General Hospital, delivers a robust network of clinical and specialized services that enhance personal empowerment, community inclusion, participation and self-determination for individuals with intellectual disabilities. Well respected and supported by the province and Ministry for their important work and shared services model, RSA supports over 2,000 people and 125 agencies annually in 12 counties.

This is an exciting time for RSA as they continue their crucial work to enhance the quality of life for individuals with intellectual disabilities and a wonderful opportunity for a talented, caring Psychologist/Psychologist Associate to join a dedicated multidisciplinary team that makes a real difference in the lives of individuals with intellectual disabilities.

As a Co-Lead in the Southern Network of Specialized Care, RSA offers inter-disciplinary clinical and specialized services informed by expertise within Behavioural Consultation, Case Management, Psychology, Psychiatry, Primary Health Care, Speech and Language Pathology, Occupational Therapy, Social Work and trauma informed care for people with intellectual disabilities across the Southwest Region of Ontario. RSA’s multidisciplinary approach to service delivery ensures interaction and communication among all clinicians thereby ensuring that all biological, psychological and social factors are examined. RSA’s involvement is dictated by the needs of the individual, family or organization supporting the individual. When possible, RSA provides clinical services within the home or environment where the individual is most comfortable or where they are experiencing difficulties.

RSA adheres to a collaborative approach that strives to build individual and community capacity through ethically sound and outcome-based interventions. We inspire innovation and creativity in ourselves and in those with whom we work, through our clinical & specialized practice, research, education, and community development in intellectual / developmental disabilities.

RSA is committed to the provision of clinical services from a Bio-Psycho-Social perspective, meaning challenging behaviour is seen as a symptom of other conditions. Such conditions might be biologically or medically based (BIO), psychologically based (PSYCH) or socially or environmentally based (SOCIAL). As such, RSA’s goal is to improve the person’s quality of life by the identification and recognition of the conditions that create or cause unwanted behaviours. RSA is committed to services that:
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- Are portable and can be provided on-site based on the person’s needs in a timely fashion
- Are easy to access and of the highest quality that are outcome based with realistic and achievable goals
- Enhance personal empowerment and self-determination
- Enhance community skills and knowledge
- Promote and develop community partnerships

Role Responsibilities & Accountabilities

This is an outstanding opportunity for a caring, innovative Psychologist or Psychologist Associate to work with a talented, dedicated and multidisciplinary team of professionals in a collegial, collaborative, and supportive culture in this important, rewarding, and under-served field, and to make a real difference in the lives of individuals with intellectual disabilities.

Located in Woodstock or London Ontario, the Psychologist or Psychologist Associate will be accountable for the review, assessment, consultation and supervision of treatment interventions for individuals (adults 18 years of age or older) who have intellectual disabilities and are experiencing emotional, behavioural, or medical difficulties which are beyond the scope of their caregivers to address. They will be responsible for the assessment and diagnosis of cognitive functioning and mental health issues, consultation with individuals, families and agencies, and development and delivery of training and workshops.

Reporting to a member of RSA’s Senior Leadership Team, the Psychologist/Psychologist Associate will also offer consultation and clinical supervision to other non-registered psychology staff, including psychometrists, and will be expected to work closely with other team members to plan, implement and evaluate treatment and behavioural plans for the individuals we support.

With a flexible schedule, the Psychologist/Psychologist Associate will utilize virtual care systems when effective and appropriate, and will travel to clients in RSA’s catchment area (London, Woodstock, Grey Bruce, Windsor and Chatham), as required.

Desired Candidate Experience and Competencies

In addition to the completion of a Master’s degree or Ph.D. in psychology, the ideal Psychologist/ Psychologist Associate is either registered or eligible for registration with the College of Psychologists of Ontario with autonomous licence to practice with adults (children, and seniors would be an asset.) They have gained extensive experience in the field of intellectual disabilities, including Dual Diagnosis, Autism and Fetal Alcohol Syndrome, with a health care, mental health or social service agency, with a strong behavioural emphasis. With experience conducting psychological, behavioural and/or mental health assessment of adults, the Psychologist will be trained in Applied Behaviour Analysis. They have a proven record of consistently planning, executing and evaluating appropriate behavioural treatment programs in collaboration with a multidisciplinary team, and possess sound knowledge of a range of psychometric tests.

Candidates will possess excellent interpersonal, written and verbal communication skills, and a demonstrated ability to deal congenially with a variety of people effectively and efficiently with minimal supervision. They can adhere to deadlines and prioritize multiple projects, and plan and prepare presentations and training programs. Knowledgeable in a variety of computer software applications and automated record keeping, they have a demonstrated ability in adherence to client rights, understanding client’s ability to direct care, and client confidentiality. They have a valid Driver’s License with a minimum G2 standing, and access to a reliable automobile for extensive travel throughout Southwestern Ontario.

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Accountable and dependable, the Psychologist/Psychologist Associate takes responsibility for their own actions and decisions and always follows up and delivers. They have personal integrity, are trustworthy, and insist that RSA services and supports are delivered ethically. They will work to ensure an open, transparent and inclusive culture. Personally, and professionally, they will always represent the best of RSA and work to enhance the RSA’s reputation. They quickly declare any and all conflicts well in advance should they arise.

Candidates build rapport well, easily engage others, and put people at ease. They are approachable, credible and authentic, build respect, and can leverage existing and professional networks on behalf of the RSA. Committed to the continued growth of RSA, they work to resolve issues, treat others in a respectful and supportive manner, and can work collaboratively and respectfully with all members of the service team when arriving at solutions. Compassionate, caring and empathetic, they genuinely care about their clients and service team and are always ready to provide support. They work well with all members of the multidisciplinary service team, and with a diverse set of skills and personalities in and related to the RSA.

The Psychologist/Psychologist Associate is culturally sensitive and skillfully supports other forms of diversity. They listen well and are precise and concise in communication, balanced with enthusiasm. They know how collegiality contributes to the culture of an organization and actively contribute to the collaborative, strong learning culture of the RSA. Respected for their ability to hear all sides of an issue and to make all contributors to the conversation feel valued and heard, and achieve the best possible result for the RSA. They find win-win solutions that foster, build and respect relationships, and are particularly skilled at managing emotions and personalities in meetings, effectively managing confrontation and resolving conflict.

Candidates will have a track record of effectively assessing priorities, enabling focus on what is important. A consensus-oriented decision maker, they confidently make informed decisions based on experience, evidence and sound analysis. Productive and high energy, they handle high volumes and stress levels, attend to all details, and ‘get it done’ without a lot of fanfare but with the right amount of enthusiasm and drive. Naturally flexible and adaptable, they deal with tough calls, modifying or shifting positions as situations or objectives evolve, and will always place their duty to the RSA’s best interest above their own view.

**Compensation** is competitive and includes full health benefits and HOOPP pension.

**How to Apply**

If you are interested in exploring this exciting Psychologist/Psychologist Associate opportunity with Regional Support Associates, please provide a cover letter and resume highlighting your relevant experience to Paul Bruner, Managing Director, at apply@brunerconsulting.ca

We look forward to exploring your candidacy.

*Please note: We are supplying this information to you on a confidential basis and exclusively for the purposes of this specific Psychologist/Psychologist Associate opportunity. No other use, dissemination or sharing of the contents of this document is authorized. Appropriate care must be exercised by the reader, with respect to the private and confidential information contained herein.*

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