



**IWK Health**

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## Clinical Leader, Diagnostics (PhD), Provincial Preschool Autism Services - Incentives Available

**Req ID:** 165429

**Department/Program:** Preschool Autism Diagnostics, Children's Health Program

**Location:** Flexible within the Province

**Type of Employment:** 2 Year Term Temporary Hourly FT long-assignment (100% FTE) x 1 position(s)

**Start Date:** ASAP

**Union Status:** NSGEU Hlthcare, Healthcare Bargaining Unit

**Compensation:** \$51.3716 - \$68.6408 /hour

**Closing Date:** January 26, 2024 (Applications are accepted until 23:59 Atlantic Time)

**Successful external applicants will be eligible to receive a one-time Signing Bonus of up to \$5,000. In turn, a Return of Service will be required for a (2) two-year period.**

**Relocation assistance of up to \$5,000 may be included for those that qualify.  
In turn, a Return of Service will be required for a 2-year period.**

IWK Health is a respected academic health sciences centre, providing tertiary and primary care for two million children, youth, adults and families each year across the Atlantic region. We have a team of approximately 4000 employees, physicians, volunteers and learners at sites across Nova Scotia. People build careers with IWK Health with our focus on training and mentorship opportunities. We recognize each other's talent and celebrate our successes. We collaborate in modern facilities or virtually from home, align our work to our values, and enjoy access to enhanced benefits and wellness programs. We are proud to support our patients, families and communities and are grateful for the generous donor support we receive.

Promoting an anti-racist environment, and calling out discrimination as we work and provide care, is important to us. We are located in Mi'kma'ki, the unceded and ancestral territory of the Mi'kmaq people. Working in Mi'kma'ki and providing care to those across Atlantic Canada is a shared privilege with the original inhabitants who have lived here for many thousands of years prior to colonization. There are 13 First Nation communities across Nova Scotia, and more than 50 historic African Nova Scotian communities who also have a long, deep, and complex history dating back over 400 years. We have the highest percentage of people with disabilities in the country. Nova Scotia has the highest proportions of transgender and non-binary people than any other province or territory in the country. We are active in our work to eliminate discrimination, but have more work to do to build that trust, acknowledge our biases and reduce the barriers our diverse communities face. We want IWK Health to be a safe and supportive space of equity and belonging in the care we provide and the employment we offer. We welcome all interested persons who self-identify as Indigenous, Black/African Nova Scotians, Persons of Colour, Immigrants/Newcomers, Persons with Disabilities, 2SLGBTQIA+ to apply to support our goal for our workforce to be representative of the patients, families, and communities that we care for at all job levels.

### The Opportunity

#### **Provincial Preschool Autism Services**

*The Provincial Preschool Autism Service (PPAS) is a partnership between IWK Health (IWK), Nova Scotia Health (NSH), Hearing and Speech Nova Scotia (HSNS) and Autism Nova Scotia (Autism NS). Based upon an extensive review and engagement, autism services in Nova Scotia are in the process of transitioning to a needs-based model responsive to the individual needs of children and their families. It will provide person and family-centred services to preschoolers across Nova Scotia who are suspected of or have a diagnosis of autism. The new and enhanced services will include a greater number and range of interventions and supports available for children and families. Examples include autism clinical intake and care coordination, family and health professional education, diagnostic assessments, QuickStart parent coaching toddler program, a 12-month intensive intervention for children with the greatest social communication and behaviour needs, autism interventions by interprofessional teams, and transition to school. The intent is to create an efficient, sustainable, and integrated continuum of health services for preschool age children with autism where services and supports are matched to the needs of children and their families. The Provincial Preschool Autism Service will provide oversight for policy, standards, and the service model for preschool and school-age autism diagnostic assessments.*

## Job Description

Reporting to the assigned PPAS manager, the Clinical Leader is responsible for providing clinical leadership, supervision, and support to autism diagnostic services, including staff and all diagnostician partners, for both preschool and school-age autism diagnostics. Along with providing clinical leadership, the incumbent will provide direct clinical care to clients, and their families to maintain clinical practice and knowledge through the completion of autism assessments. The Clinical Leader provides leadership for standards, staff education / training, coaching and professional development for clinicians and is dedicated to advancing evidence-based practice and knowledge translation within the autism diagnostic service stream. The Clinical Leader works closely with other clinical leaders across service streams (i.e., clinical intake and care coordination, interventions) to coordinate access to services. The Clinical Leader also works with team members to identify and meet the learning needs of both newly hired clinicians and PPAS clinicians where practice may be changing due to new operational requirements or implementation of new or changing evidence-based practices. This includes partnerships, where appropriate, to ensure standards, competencies, and quality for the completion of diagnostic assessments by all providers.

The Clinical Leader will work in collaboration with IWK PPAS Clinical Intake and Care Coordination team and with system partners (i.e., Nova Scotia Health) to achieve a provincial systems approach for timely and equitable access to autism diagnostic assessment for children and youth. The clinical leader will provide leadership for multiple provincial strategies, projects, and initiatives to expand the health system's capacity to do assessments while ensuring high quality, evidence-based services are provided to children and their families.

The Clinical Leader is one of a team of Clinical Leaders that works collaboratively with other members of the leadership team to ensure both the clinical and operational requirements of the Provincial Preschool Autism Service are met. This position ensures the quality of service within the assigned stream meets service standards at a provincial level.

## Hours of Work

- 75 hours bi-weekly
- Capacity to work flexible hours, allowing for extra travel time and overnight stays
- Capacity to work flexible hours to accommodate service needs

## Your Qualifications

- Ph.D. or PsyD in a Canadian Psychological Association/American Psychological Association accredited Clinical Psychology program required; clinical doctoral degrees from other countries are acceptable as long as the applicant completed similar academic training and comparable clinical training, including the equivalent of a full-year psychology residency.
- Completion of a full-year, full-time Canadian Psychological Association/American Psychological Association internship/residency required (or an equivalent).
- Registered, or eligible for registration, with the appropriate professional body in Nova Scotia
- Minimum 5 years clinical experience working in preschool and/or school age autism diagnostic assessment
- Minimum 2 years leadership/clinical supervision experience
- Demonstrates the LEADS competency of Leads Self, Engaging Others, Achieves Results, Developing Coalitions, and Systems Transformation within the provincial Clinical Intake and Care Coordination service stream, across PPAS, and the children and families it serves
- Expert knowledge to critically analyse a continuum of evidence-based, evidence-informed, and/or emerging evidence and promising practices across the autism diagnostic service stream
- Demonstrated ability to initiate and integrate practice change / new practices within the autism diagnostic service stream and supports change through coaching/mentoring
- Demonstrated understanding of quality improvement methodologies to support efficient and effective practice
- Experience in initiating, leading and managing complex organizational change
- Demonstrated experience with quality improvement activities and methodologies across systems
- Excellent interpersonal communication skills as reflected by active listening, interest based negotiation, conflict resolution skills and strong presentation and public speaking skills
- Accountability for clinical practices and processes of the team; actively involved in competency development planning and performance development planning
- Demonstrated knowledge of collaborative interprofessional competencies and the principles of practice development
- Knowledge of relevant legislative and regulatory frameworks applicable to the practice of health professions in the autism diagnostic service stream
- Demonstrated knowledge of cultural competence, equity, diversity, inclusion and reconciliation to support working with all families, learners, staff, and partners required

Thank you for your interest in IWK Health. Please note that we only contact applicants selected for interview/testing. If we invite you to participate in an assessment process (such as an interview or testing) you have the right to request accommodation. Please discuss your needs when invited to the assessment process.

This is a Healthcare bargaining unit position. Preference is given to bargaining unit employees for unionized positions. Successful applicants changing unions, bargaining units or employment status, are advised to seek clarification regarding their seniority, benefits, and vacation entitlement and/or usage, prior to accepting the position.

An offer of employment is conditional upon the completion and satisfactory results of all applicable background checks and confirmation of credentials. Additionally, as per Nova Scotia's COVID-19 Vaccine mandate, any offer of employment will be conditional upon submitting proof of full vaccination status. Medical exceptions or any other kind of requested exception based upon the Health Centre's obligations pursuant to the Nova Scotia Human Rights Code will be considered on a case-by-case basis

***If you are an employee of IWK Health, please apply through the [internal careers page](#) to ensure you are flagged as an internal applicant.***

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