



***The Royal Ottawa Health Care Group is currently recruiting for a Psychologist for our Operational Stress Injury Clinic in Kingston***

The Royal is innovating, consistent with our strategy of co-creating access, hope, and new possibilities for those we serve. Psychologists within our specialized services plan, develop, deliver, and evaluate the outcomes of high quality, client centered care. The consistent use of progress monitoring and outcome evaluation empowers clients to make informed decisions about their care and promote the attainment of meaningful outcomes. Psychologists play a key role in improving access to appropriate services now through the provision of consultation, training, and dissemination of evidence based practice to other professionals, and for the future through participation in clinical training and supervision of the next generation of Psychologists within our state of the art psychology training program. As part of a leading academic health sciences centre, Psychologists partner with persons with lived experience, research scientists and inter-professional staff to identify new avenues for care.

The OSI Clinic provides specialized mental health assessment and treatment to clients and their families referred by Veterans Affairs Canada (VAC), RCMP, and the Department of National Defense (DND), who are experiencing work-related psychological stress and trauma (e.g. Posttraumatic Stress Disorder; Anxiety disorders; Depression; Chronic Pain, etc.). The services of the OSI Clinic are provided by an interdisciplinary team consisting of psychiatrists, psychologists, nurse clinicians and social workers. As a member of an interdisciplinary team, the psychologist delivers mental health treatment services to clients.

For further information about the OSI clinic please click on the following link:

<http://www.theroyal.ca/mental-health-centre/mental-health-programs/areas-of-care/operational-stress-injuries-and-ptsd/>

**IN THIS POSITION YOU WILL:**

- Conduct evidence-based, comprehensive diagnostic interviews, and write comprehensive diagnostic reports and treatment recommendations to third party stakeholders in a timely fashion
- Administer and interpret standardized psychological assessment instruments for diagnostic and progress monitoring purposes
- Provide evidence based psychological intervention (individual and group treatment mandatory; couples intervention an asset)
- Function as an effective member of an interdisciplinary team
- Liaise and consult with relevant community agencies and service providers
- Participate in academic activities including: supervision of pre-doctoral residents in psychology,

practicum students, and non-registered psychology staff; supervise psychologists in supervised practice; teach medical interns and residents; and training and professional consultation for other health related disciplines

- Participation in hospital psychology and quality improvement requirements, as approved by management
- Attend Psychology discipline meetings and participate in discipline activities, as approved by management.
- Maintain work load measurement and data collection (e.g. CROMIS) as required
- Provide education with various stakeholders i.e. VAC District offices
- Design individualized treatment plans based on assessed needs in conjunction with the interdisciplinary team
- Maintain contact with the referring VAC area counsellors, RCMP, and DND in the development of treatment plans and referrals
- Write comprehensive discharge reports with follow up recommendations
- Utilize tele mental health and other distance technologies in the provision of services in outlying communities
- Build effective collaborative working relationships with stakeholders
- Work with the Canadian network of OSI clinics, and follow the leadership of the Operational Stress Injuries National Network
- Demonstrate professional integrity through adherence to college and hospital guidelines for the practice of psychology, including; adherence to the Canadian Code of Ethics for psychologists, adherence to College of Psychologists of Ontario guidelines for registration, professional practice, professional development, supervision, communications and documentation of client contacts, as well as adherence to The Royal's policies on timely completion of documentation and workload measurement.
- Design program evaluation and satisfaction surveys within clinic guidelines and in collaboration with the team
- Carry out research including writing peer-reviewed grant proposals in keeping with the Program's objectives, as approved by management
- Work in a manner that is in compliance with staff and patient/client safety practices, policies and procedures of The Royal.
- Ensure a work environment that is conducive to The Royal's Harassment-Free Workplace Policy.

### **KNOWLEDGE, SKILLS AND ABILITIES:**

- Doctorate from a CPA/APA Accredited Clinical Psychology Program
- Registered or eligible for registration with the College of Psychologists of Ontario is mandatory. Autonomous practice is preferred. Authorized area of practice in Clinical Psychology mandatory. Authorized client population in Adults is mandatory. Competency with older adults and/or couples an asset
- CPA/APA accredited internship/residency (or equivalent) in clinical psychology
- Five years experience in clinical mental health required
- Mandatory clinical experience in the diagnosis and treatment of: Trauma and Stress related disorders, anxiety and mood disorders, substance use disorders, using evidence based approaches.
- Training in evidence-based therapies for PTSD, depression and anxiety disorders required such as PE, CPT, EMDR, CBT, BA, MBSR.
- Experience working in an interdisciplinary service delivery model is mandatory
- Experience in a military or police services environment is an asset
- Experience with assessment of police, veterans and/or Canadian forces members with operational stress injuries including anxiety, mood, and substance use is an asset

- Sensitivity to the unique needs of military/police services personnel who are experiencing service related mental health problems
- Knowledge of psychiatric rehabilitation principles and practices
- Excellent leadership and communication skills and ability to establish and maintain good working relations
- Commitment to Continuous Quality Improvement, Best Practices and Team Work
- Effective mentoring and clinical supervision skills to support both the academic role and the clinical practice of other team members
- Provide services in local and satellite locations. Primary work location may be re-assigned to satellite site.
- Experience providing clinical services via OTN, or other virtual platforms
- Valid driver's license and access to a vehicle  
English level A- is mandatory in oral comprehension, expression, reading, and writing. Bilingual (French/English) is considered an asset.

### **COMPENSATION:**

The salary range for this position is \$61.50 - \$79.75 per hour (Psychologists under supervised practice = 95% of scale)

If you are looking for a unique career opportunity and would like to join a caring, compassionate and dynamic team please apply on our website at <https://www.theroyal.ca/careers/external-postings?p=job%2F00CZlfw4>

Thank you so much for your interest in working with us at The Royal. At The Royal, we strive to be an equitable and inclusive employer. Our commitment to equity is grounded in an institution-wide commitment to achieving a working, teaching, and learning environment that is free of discrimination and harassment. We encourage people from all backgrounds to apply to our positions.

We thank all applicants for their interest, however, only those selected for an interview will be contacted. Please inform us if you require accommodations during the recruitment process.