



We acknowledge that our foundation and the spaces in which we live and maintain are on the lands of the Anishinaapek of Red Lake; the traditional lands of Lac Seul and Wabauskang First Nations and Treaty 3 Territory. As we are all Treaty people, we will continue to cherish the reciprocity of all our relationships on these sacred Lands and Waters.

VACANCY: Director of Community Counselling & Addictions Services

Position: Permanent, Full-Time. This is an on-site position.

Start Date: ASAP

Hours: 35 hours per week, Monday to Friday

Compensation: \$108k to \$116k + comprehensive benefits package including HOOPP pension, disability insurance, health/dental; four weeks of vacation to start plus 5 paid personal days; Relocation assistance for up to \$10,000 is available, as well as interim housing to help facilitate a smooth transition.

Summary:

Community Counselling and Addiction Services (CCAS) is a community-based, non-profit organization that is sponsored by the Red Lake Margaret Cochenour Memorial Hospital and funded by Ontario Health North and the Government of Ontario. The Director of CCAS is responsible for overseeing and managing personnel and all aspects of the agency's mental health and addictions programs: Mental Health, Substance Abuse, Problem Gambling, Case Management, Supportive Housing, Mobile Crisis and Safe Beds. The Director of CCAS will ensure the delivery of high-quality care to individuals with mental health and addictions needs. The Director of CCAS also plays an important role in developing and implementing effective strategies to support the well-being of clients and improve overall program effectiveness.

Position Responsibilities:

- Accountable to RLMCMH CEO and RLMCMH Board of Directors.
- Develop and implement comprehensive mental health and addictions programs.
- In consultation with HR, facilitate the recruitment, orientation and training of new staff.
- Supervise and support all agency personnel and provide clinical supervision to clinical staff.
- Manage a small clinical caseload to the extent that management responsibilities are not compromised.
- Use best practice and evidence-based approaches and interventions in providing treatment to clients.
- In consultation with the Finance Department and RLMCMH CEO, oversee program budgeting and financial management.
- Collaborate and network with external stakeholders, including government agencies, community organizations, local and regional committees and healthcare providers.
- Monitor and evaluate program outcomes, utilizing data-driven approaches, statistics and workload measurements.
- Implement quality assurance measures to ensure adherence to professional standards and regulatory requirements, including the Occupational Health and Safety Act.
- Stay updated with current trends, research, and best practices in the field of mental health and addictions, incorporating this knowledge into program development, service delivery and internal policies and procedures.

Required Qualifications and Skills:

- A Master's degree in Psychology, Social Work or related field.
- A minimum of 5 years of experience in clinical counselling in the fields of mental health and addictions.
- A minimum of 3 years of experience in a leadership/management role within a mental health program or related field.
- Must be registered in good standing with an appropriate professional college or regulatory body.
- Demonstrated experience in program development, implementation and evaluation.
- Strong leadership and management abilities, with the capability to motivate and inspire a team.
- Proficiency in program development and implementation, including strategic planning, resource allocation and budget management.
- Familiarity with electronic data management systems and ability to prepare and present reports to diverse audiences.
- Ability to analyze data and utilize outcomes to drive program improvement and inform decision-making.
- Strong organizational skills, with the ability to manage multiple priorities and meet deadlines.
- Excellent oral and written communication and interpersonal skills.
- Ability to adapt to changing environments and embrace innovation in mental health and addictions service delivery.
- Strong problem-solving skills and the ability to make sound decisions in complex situations.
- Knowledge of mental health regulations (Ontario Mental Health Act) and compliance standards (PHIPA).
- In-depth knowledge of mental health and addiction treatment modalities and evidence-based practice with a commitment to continuous learning.
- Familiarity with ASIST, CISM, Columbia, CPI.
- Commitment to cultural sensitivity and the ability to promote inclusivity and diversity within the program.
- Strong computer literacy, including proficiency in Microsoft Office applications and electronic medical record systems (ie. TREAT).
- Satisfactory Criminal Reference Check, a valid driver's license, and access to a vehicle are necessary.

THIS POSITION IS OPEN TO ALL APPLICANTS

Red Lake Margaret Cochenour Memorial Hospital is committed to employment equity. Upon request, accommodation for disabilities can be provided in the hiring process to applicants who meet the required qualifications outlined in the job description.

Please submit CV and cover letter to Simranpreet Kaur at jobs@redlakehospital.ca.