**Position Title:** Clinical Oversight Lead

**Division:** Youth Housing Services

**Department:** Youth Housing Program (YHP)

**Location:** Mobile (Residential Homes and Office)

**Position Summary**

Youth Housing Programs offers safe, supportive housing for youth experiencing complex barriers such as substance use/misuse, addictions, traumatic histories, and mental health concerns. YHP also supports youth with criminal justice involvement, history of multiple placement breakdowns, and involvement with PSECA. YHP will welcome youth that are part of the LGBTQ2S+ community, newcomers to Canada and/or refugees. YHP has three homes, which provide housing for up to 5 youth in each house ages 14-17.

The Clinical Oversight Lead (COL) promotes the well-being, safety, and positive development of youth through care plans and through the engagement of the program employees. The Clinical Oversight Lead integrates evidence-based practices into the care plans of the youth that offer to reduce to harm, with the aim of attaining improved recovery capitol and attaining recovery goals. The Clinical Oversight Lead delivers training strengthening the capacity building of the YHP employees. The COL supports the care plans, and coaches the employee team. The Clinical Oversight Lead is a member of the youth Care Teams and collaboratively with the families.

**Key Accountabilities**

**Consultation**

* Be an active, contributing member of a multi-disciplinary care team whose purpose is supporting youth in their journey of recovery and healing through a Recovery-Oriented System of Care (ROSC) approach.
* Provide consultation that prioritizes and supports the youth’s recovery from mental health and substance use challenges.
* Provide the youth’s Care Team and family with a tailored care plan that is aimed at providing individualized support and address specific needs, while minimizing risks.
* Consultation to the multi-disciplinary team regarding recovery with an emphasis on the importance of hope, self-determination and empowerment.
* Support in identifying trauma triggers and potential sources of distress for the youth.
* Identify specific areas of need and develop tailored coping strategies to support the youth’s emotional regulation. Support the Care Team and Family on the best ways to utilize these strategies to support the youth.
* Identify strategies to improve mental and physical health, improve relationships, social inclusion, cultural and spiritual balance and engagement that improves quality of life for the youth and their family.

**Therapeutic Support**

* Provide youth with a clear pathway to gain a psychological or psychiatric assessment.
* Support in making referrals to resources that are in alignment with the youth’s individualized care plan.
* Support the staff team to emphasize the importance to the youth’s family and Care Team of building a recovery community around the youth.
* Work cooperatively and collaboratively as part of the youth’s care team to support the coordination of necessary formal supports as the youth prepares for transition into young adulthood.

**Support and Development**

* Provide consultation, mentorship, education and support to program team about youth emotional regulation, youth coping skills, and program employee’s quality assurance, crisis intervention, and cultural competence.
* Provide monthly training sessions for program team.
* Debrief when relevant with youth and program team after critical incidents.
* Engage in continuous improvement of staff team’s realization on youth care plans through recommendations to evolve practice based on current literature and national trends.
* Incorporate evidence-informed, best practice models into programming and practice.

**Administration**

* Complete written and timely records of ongoing work following internal and professional guidelines.
* Maintain record of clinical consults provided to staff team and Care Team. As needed provide written resources to the youth and their families.
* Protect the confidentiality of all professionally acquired information.

**Education and Certifications**

* Graduate degree in psychology, social work (with psycho-social intervention designation) or occupational therapy.
* Licensed in accordance with the Health Professions Act and provides services in accordance with professional standards, guidelines, and ethics.
* Police Check with Vulnerable Sector
* Intervention Record Check
* Standard First Aid
* Indigenous Awareness
* Medication Administration
* Suicide Intervention
* De-Escalation
* Trauma Informed Care
* Harm Reduction

**Experience**

* 3+ years of clinical practice in child and family mental health and/or youth addictions.
* Must be a member in good standing with their respective professional association/college.
* Knowledge and experience in supporting the healing of youth who have experience trauma.
* Knowledge and experience in the following therapeutic modalities: cognitive, behavioral therapy, solution-focused therapy, crisis intervention, narrative therapy and emotionally focused therapy.
* Strong crisis intervention/de-escalation training/skills.
* Demonstrated experience de-escalating crisis and potentially violent situations with individuals under the influence of drugs or alcohol, under extreme stress &/or struggling with acute/chronic mental health crises.
* Extensive background and experience working with youth struggling with substance use/addictions, poverty, mental health, traumatic histories, LGBTQ2S+, and Newcomers to Canada and/or refugees. Understanding and ability to respond to multiple, complex barriers faced by youth.
* Proficient in MS Outlook, Word, Excel, database applications and computer operation.

**Competencies**

* **Communication -** The ability to understand and be understood by individuals using appropriate communication tools and techniques. Communicate with others from diverse backgrounds and all levels while accommodating differences using a non-judgmental, empathic, and flexible approach.
* **Collaboration** - Work collaboratively with colleagues and partners. Foster respect and reciprocity with participants, families, team members, other e4c employees, external service providers and community members. Uses an intentional, reflective practice model in work with others.
* **Ethical and legal practice**- Conforming to ethical guidelines and laws, developing meaningful professional relationships with awareness of boundaries.
* **Reflective practice-** Demonstrating an interest in learning and sharing this. Reflection on one’s own practice. Providing, receiving and utilizing feedback.
* **Innovation** – Ability to challenge, take risks and generate new ideas to improve practices, build capacity or create new opportunities.
* **Manages complexity**- Making sense of complex, high quantity and sometimes contradictory information to effectively solve problems.
* **Values differences**- Recognizing the value that different perspectives and cultures bring to an organization.
* **Optimizes work process-** Knowing the most effective and efficient processes to get things done, with a focus on continue improvement.

**Reporting Relationships**

**Reports To:** Program Manager

**Direct Reports:** None

**Internal Relationships:** Youth Housing Services

**Working Conditions**

**Schedule**

* Monday to Friday, business hours.

**Work Environment**

* Position is located in a residential home setting and office setting.
* Attend meetings/activities with youth in the community.
* Use of a personal vehicle as well as copy of driver’s license, proof of $2 million liability insurance, copy of driver’s abstract, and copy of vehicle registration).

**Physical Demands**

* Lifting and/or carrying anywhere from 0llbs to 20llbs.
* Involves sitting, walking and standing on a regular basis.
* Ability to work on feet for extended periods of time.

**Autonomy**

* Decisions affect those involved on a specific Care Plan and at times, the entire program.