



## POSITION DESCRIPTION

<b>POSITION TITLE:</b>	RELATIONAL THERAPIST
<b>DEPARTMENT:</b>	MENTAL HEALTH AND ADDICTIONS
<b>CLASSIFICATION:</b>	SOCIAL WORKER
<b>UNION:</b>	MGEU TECHNICAL PROFESSIONAL

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## REPORTING RELATIONSHIPS

<b>POSITION REPORTS TO:</b>	MANAGER HEALTH SERVICES
<b>POSITIONS SUPERVISED:</b>	Not Applicable

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## POSITION SUMMARY

Reporting to the Manager, Health Services, the Relational Therapist will provide professional guidance to couples and families in navigating their interpersonal relationships, provide guidance and resources to foster healthy, respectful, and fulfilling relationships. The Relational Therapist will help individuals identify challenges impacting interpersonal relationships and support the development of effective tools to enhance communication and mutual understanding. The role requires a unique blend of empathy, analytical skills, and effective communication techniques to understand and address the diverse needs and dynamics of individuals' relationships.

The Relational Therapist will work collaboratively with the Mental Health and Addictions management team in promoting and maintaining excellence in the delivery of relevant, evidence-based relational therapy interventions within the mental health and addictions program. The position of Relational Therapist functions in a manner consistent with, and supports the Mission, Vision and Values of the Interlake-Eastern Regional Health Authority.

Interlake-Eastern RHA is committed to responding to the [Truth and Reconciliation Commission of Canada's Calls to Action](#) and creating working environments free of racism for both clients and employees. All staff members are encouraged to seek and identify patterns of harm towards Indigenous, black and marginalized clients and employees and to take actions to disrupt any form of racism. Collectively and individually, we are growing cultural competency capacity by implementing the region's anti-racism action plan.

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## **ESSENTIAL FUNCTIONS AND DUTIES**

Function and duties include but are not limited to the following:

### **Clinical Practice**

- Conduct thorough assessments of clients' relationship dynamics by collaborating with clients to identify areas for growth and improvement.
- Develop customized treatment plans based on client's unique needs, circumstances and treatment preferences.
- Schedule and facilitate counselling sessions and utilize various treatment techniques and modalities to support clients in achieving their identified, interpersonal relationship goals.
- Provide a safe and supportive environment that encourages open communication and trust.
- Regularly monitor clients progress and adjust treatment strategies as necessary to ensure optimal outcomes.
- Facilitate open communication and conflict resolution between partners/family members.
- Provide crisis intervention and support to clients during critical relationship moments.
- Maintain accurate and confidential client records in compliance with ethical and legal standards.

### **Inter-Professional Collaboration**

- Work collaboratively with other IERHA Mental Health and Addictions professionals, and/or external service providers, to support holistic client care
- Develop and/or facilitate group workshops and classes.
- Provide support in navigating referrals to additional resources, services and/or programs, as needed.
- Prepare and present cases for clinical consultation to the Multi-Disciplinary Consultation team, as needed.

### **Supervision, Continuous Learning and Professional Development**

- Actively participates in individual and/or group-based clinical supervision.
- Adaptable and open to feedback, demonstrated growth mindset
- Seeks out professional development and continuous learning activities that serve to strengthen clinical practice.
- Facilitates, coordinates and/or participates in the development and presentation of Relational Therapy services, including but not limited to, eligibility criteria, access to and service delivery.

### **Accreditation Standards, Reporting & Quality Assurance**

- Comprehensive understanding of Accreditation and legislative standards and ability to ensure clinical practice adheres to the same.
- Completes necessary reporting related to programming and service delivery.
- Assists in the selection and monitoring of indicators of performance, compiling evaluation information, benchmarking and comparing results of evaluation.
- Ensures all practice is consistent with relevant legislation, professional standards and IERHA policy.
- Supports the provision of program interpretation, consultation and guidance respecting service delivery to external service units.

- Supports the development, implementation and evaluation of program specific and broad, departmental outcome measures.
- Pursuant to the Health System Governance and Accountability Act, Interlake-Eastern RHA is designated bilingual (English/ French). Accordingly, all employees accept the responsibility to support clients in their official language of choice.

**OTHER**

- Performs other duties as assigned.
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**QUALIFICATIONS**

**EDUCATION/CERTIFICATION:**

- Master's degree in Psychology, Social Work or a related field.
- Certification in Marriage and Family Counselling.
- Responsible for maintaining and providing proof of active registration with the appropriate registering body.
- An equivalent combination of education and experience may be considered.

**EXPERIENCE REQUIRED:**

- Minimum of four (4) years' clinical practice in providing relationship counselling or therapy.
- Experience working with multi-disciplinary staff and promoting inter-professional practice.
- Experience in program planning, evaluation and development.

**SKILLS/COMPETENCIES:**

- Demonstrated ability in using telehealth platforms and virtual platforms in providing counselling services.
  - Demonstrated inter-professional collaborative team building abilities.
  - Demonstrated ability to problem solve in complex situations.
  - Exceptional interpersonal and communication skills with a demonstrated ability to build rapport with clients.
  - Demonstrated ability to develop and maintain effective working relationships with individuals, and in the context of families, groups and communities.
  - Strong problem-solving abilities, with a focus on client-centered treatment planning.
  - Proactive attitude toward professional development and continuous learning.
  - Valid Manitoba driver's license.
  - Mental and physical ability to meet the demands of the position.
  - Given the cultural diversity of our region, the ability to communicate in more than one language would be considered an asset.
  - Proficiency of both official languages is essential for target and designated bilingual positions.
  - Completes and maintains a satisfactory pre-employment security check.
  - Satisfactory employment record.
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**WORK CONDITIONS**

- The incumbent functions autonomously on a day-to-day basis and manages assigned duties accordingly.
  - Will/ May be required to travel throughout the region as duties may require.
  - No hazardous or significantly unpleasant conditions.
  - All health care workers are required to be immunized as a condition of employment in accordance with the Interlake-Eastern RHA Policy GA-13-P-110 Required Immunizations for Health Care Workers.
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**WORKPLACE SAFETY AND HEALTH**

The incumbent contributes to making the organization safe for clients and staff and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.

- Provides a safe environment by ensuring the adherence to Manitoba Association of Safety in Healthcare (MASH), Workplace Safety and Health Regulations and Policies and Infection Control Guidelines. Obeys all safety and health rules and follows recommended Safe Work Procedures. Informs supervisor of any unsafe acts, work conditions, incidents, near misses, injuries or illnesses immediately.
- Demonstrates a working knowledge of Workplace Hazardous Materials Information Systems (WHMIS) and adheres to procedures for handling and storing controlled substances as described in the Material Safety Data Sheets (MSDS). Uses personal protective equipment as required.
- Demonstrates understanding of role and responsibilities in fire prevention and disaster preparedness and participates in safety and health training programs including the health facility's Fire, Disaster and Evacuation Plan.

**PATIENT SAFETY**

- Participates in and demonstrates an understanding of patient safety principles and practices into all day to day activities. Follow all safe work practices and procedures and immediately communicates any activity or action which may constitute a risk to patient safety.
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Created: September 2025  
Date

Revised: \_\_\_\_\_  
Date

Approved by: *Diana Dubeski* September 24<sup>th</sup> 2025  
Regional Manager/ Supervisor Date

Approved by: *KMinnis* October 23/25  
Vice-President/ CEO Date

Reviewed by:

  
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Vice-President, Human Resources

October 23, 2025

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Date

*Position descriptions assist organizations in ensuring that the hiring process is fairly administered and that qualified employees are selected. They are also essential to an effective appraisal system and related promotion, transfer, layoff, and termination decisions. Well constructed position descriptions are an integral part of any effective compensation system.*

*All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral tasks, only incidentally related to each position, have been excluded. Requirements, skills and abilities included have been determined to be the minimal standards required to successfully perform the position. In no instance, however, should the duties, responsibilities, and requirements delineated be interpreted as all inclusive. Additional functions and requirements may be assigned by supervisors as deemed appropriate.*