



POSITION DESCRIPTION

POSITION TITLE:	BRIEF TREATMENT COUNSELLOR
DEPARTMENT:	SELKIRK & AREA MY HEALTH TEAM
CLASSIFICATION:	COMMUNITY MENTAL HEALTH WORKER
UNION:	MGEU - TECHNICAL PROFESSIONAL

REPORTING RELATIONSHIPS

POSITION REPORTS TO:	CLINICAL TEAM MANAGER – PRIMARY CARE SELKIRK AREA MY HEALTH TEAM STEERING COMMITTEE
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POSITION SUMMARY

A Selkirk Area My Health Teams goal is to ensure access to the right combination of services, treatments and supports across the lifespan, providing seamless transitions from intensive to less intensive services. Through collaboration and partnership across various health, social service and community sectors the program strives to promote mental health and well-being for all, to reduce inequities and the impact of mental health and addictions problems and to work towards sustainability of mentally healthy individuals and communities.

The Brief Treatment Counsellor will provide brief solution-focused therapy and short term support to individuals accessing the My Health Team and Mental Health & Addictions Services. Working within an integrated team approach, the Brief Treatment Counsellor will contribute to the overall improved health status of clients accessing the service through the provision of expert mental health and addictions clinical counseling interventions. Services are provided within a framework of advanced clinical practice, including consultation, assessment and brief solution-focused therapeutic interventions. The counsellor will work collaboratively and interactively with all My Health Team Services, functioning as clinician, and liaising with other sectors within the health care system as required. The counsellor will be required to function as an autonomous mental health and addictions expert.

The Brief Treatment counsellor provides services within a framework of advanced clinical practice, including consultation, assessment and brief solution-focused therapeutic intervention and is required to liaise and link with other Brief Treatment Counsellors within the Regional Mental Health Program for consultation and support to ensure adherence to program standards.

Maintains clinical competency through participation in a Counseling Function Peer Group and accountability relationship with Clinical Specialist.

The position of Brief Treatment Counsellor functions in a manner consistent with, and supports the mission, vision and values of the Interlake-Eastern Regional Health Authority.

ESSENTIAL FUNCTIONS AND DUTIES

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

Clinical Therapeutic Intervention

- Accepts, prioritizes and coordinates referrals
- Provides counseling to individuals based on the key modalities of Solution-focused Therapy and Cognitive Behavioral Therapy
- Provides short term marital and family counseling as required
- Facilitates a range of psycho-educational and therapeutic groups
- Provides crisis intervention as required
- Provides short term therapeutic support to individuals post crisis and/or awaiting access to other services

Clinical Consultation and Collaboration

- Provides expert clinical consultation and collaborates with other clinicians within the Crisis Response system, particularly Mobile Crisis team members
- Participates and assists in consultation to other service providers, family members to address therapeutic issues
- Contributes knowledge and expertise to address clinical issues
- Participates in appropriate committees and work groups as required

Cross Service/Sector Linkage and Liaison

- Maintains knowledge and awareness of a range of services and resources
- Works collaboratively with service providers in various programs and services to ensure effective continuity of services for individuals
- Facilitates referrals to appropriate services and resources as required
- Participates in multi system service planning as required

Program Development/Practice Standards

- Ensures that interventions are based on best practice guidelines
- Maintains clinical competency through participation in a Counseling Function Peer Group and accountability relationship with Clinical Specialist
- Participates in the development of practice standards and guidelines for the program
- Participates in the development of policies, procedures and tools.
- Participates in quality improvement and program evaluation and research processes

Professional and Staff Development

- Keeps abreast of current knowledge and trends in therapeutic interventions
- Attends appropriate learning opportunities and participates in professional continuing education programs
- Maintains and promotes a learning environment
- Participates in formal and informal self-evaluation

Information Management/Record Keeping

- Completion of all necessary documentation
 - Participates in the development and collection of indicators and outcome measures
 - Maintains appropriate records
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- Pursuant to the Regional Health Authority Act, Interlake-Eastern RHA is designated bilingual (English/ French). Accordingly, all employees accept the responsibility to support clients in their official language of choice.
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QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Bachelor degree in a clinical designation
- Clinical Master's degree preferred
- Current licensure or registration in designated field

REQUIRED KNOWLEDGE:

- Knowledge of Indigenous historical experience and Cultural Safety an asset
- Motivational Interviewing and/or Healthy Behaviour Change training preferred
- CBT and DBT training preferred
- Parenting Skills (Triple P or other) training preferred

EXPERIENCE REQUIRED:

- My Health Team experience preferred
- Minimum two (2) years mental health and addictions clinical experience
- Comprehensive knowledge and advanced level experience in clinical assessment and treatment modalities, including individual, couple, family, and group therapy assessment and interventions
- Crisis intervention experience
- Experience with Trauma Informed Care delivery an asset
- Related case management experience, including: conducting interviews; Providing supportive counselling; Performing assessment and planning, and service coordination with an emphasis on financial, employment, housing, or disability related activities, in an integrated service or multi-program environment
- Experience working with individuals/families from diverse backgrounds (cultural, financially disadvantaged, persons with disabilities, socially disadvantaged, new comers, etc.)

SKILLS/COMPETENCIES:

- Excellent interpersonal skills
- Able to use problem resolution skills to handle sensitive and complex issues
- Ability to work in a community care setting as a member of a multidisciplinary team serving diverse populations and presenting issues
- Demonstrated ability to function creatively and independently
- Ability to be flexible in work hours in terms of balancing group versus individual work; balancing the ability to consult with other professionals and service providers as required
- Knowledge and experience in solution-focused therapy and CBT interventions
- Proficiency in MicroSoft Office applications (Word, Excel, PowerPoint)
- Valid drivers license
- Good physical and mental health 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 be required to travel throughout the region as duties may require.
 - May be exposed to physical and emotional stress.
 - May encounter aggressive and/ or agitated clients/visitors/staff.
 - 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 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. Follows 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 2019
Date

Revised: November 2021
Date

Approved by: _____
Regional Manager/ Supervisor Date

Approved by: _____
Regional Lead/ CEO Date

Reviewed by: _____
Regional Lead, Human Resources 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 job 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.