

JOB POSTING

POSITION: Clinical Supervisor

PROGRAM: Eastern Ontario Youth Justice Agency

SALARY RANGE: \$50,645.25 - \$55,902.88

APPLY: Submit a resume and cover letter to Kathy Neff at kneff@eoyja.ca no later than January 31, 2012

DESCRIPTION: Duties include but not limited to

CLINICAL SUPERVISION

- Provide regular clinical supervision for all casework and group work undertaken by the staff of the CST/ISSP team using a socio ecological approach and the Collaborative Problem Solving model.
- Conduct regular clinical supervision: individual supervision on a biweekly basis and group supervision on a biweekly basis.
- Travel to Pembroke to provide clinical supervision to staff when needed.
- Provide clinical supervision to the program and staff from "A Different Street" (ADS).
- Review with staff and approve Initial Assessment and Intervention Plans, Monthly Reports, and Termination Reports.
- Give direction to staff in identifying client goals and selecting the appropriate corresponding intervention strategies to address criminogenic risk factors.
- Support staff through specific training in client intervention strategies
- Co-ordinate staff training and development in clinical programs/interventions.
- Ensure that staff keep their case recording and report writing-up-to-date and approve same.
- Review staff case work and provide clinical feedback and direction.

DIRECT CLINICAL WORK

- If required, provide clinical services to clients and their families.
- Apply Critical Thinking in conceptualizing intervention plans, produce written clinical reports and records if required.
- Consult with professionals and other significant people involved with the client when appropriate.
- Carry out direct clinical assessment services to agency clients on an as needs basis.
- Attend case conferences and provide clinical consultation services as required in the community when requested.
- Develop and deliver group work services, if required

PROGRAM DEVELOPMENT

- Participate in the ongoing evaluation of agency programs through appropriate data collection and research.
- Conduct regular screenings of the CST/ISSP database; determine how the use of data can be used to measure: quality assurance of EOYJA's programs, reliability and validity of psychometric assessments, outcome effectiveness, and changes in recidivism.
- Develop population specific intervention strategies based on current literature and research.
- Be familiar with pertinent theory, knowledge and research of young offender treatment.
- Maintain effective community liaison with other agencies and professionals serving justice involved youth.
- Review current literature; keep staff apprised to changes and current clinical intervention.
- Develop training initiatives for staff to address the needs of the Ministry, referral sources, and the community.
- Liaise with community partners to achieve data collection and aid in the facilitation of research on data generated by EOYJA's programs.
- Attend necessary trainings, conferences, workshops to maintain current knowledge of theory, interventions, and movements within the youth justice field.
- Participate in weekly supervision with the Executive Director.

ADMINISTRATIVE DUTIES

- Track case assignments, case terminations, and incoming reports from staff.
- Review and approve submitted weekly timesheets from staff; review and approve monthly expenses and mileage forms.
- Complete employee appraisals by evaluating staff clinical performance on a yearly basis.
- Complete Clinical Development Plans for staff collectively based on the outcomes of the Performance Appraisals and the staff member's employment/clinical goals for the upcoming year.
- Participate in appropriate agency committees and external community committees as assigned.
- Prepare forms, report templates, clinical intervention worksheets as required.
- Ensure a comprehensive understanding of the agency's Policy and Procedures Manual and Personnel Manual.
- Report to the Executive Director on a regular basis and in management meetings.
- Maintain clear and open communication with administrative staff regarding administrative processes between them and the clinical supervisor.

QUALIFICATIONS:

- A bachelor's degree in clinical psychology, child and youth work or equivalent.
- A minimum of five years experience working with young offenders/ high risk youth with mental health problems and their families within the context of an identified clinical model.
- A minimum of three years experience working in a non residential community based setting.
- Previous supervisory experience.
- Fluency in both official languages preferred.