

**WINNIPEG REGIONAL HEALTH AUTHORITY  
POSITION DESCRIPTION (Non-Management)**

**DATE: April 19, 2017  
Revised: June 14, 2017  
Revised Sept. 19, 2017**

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**POSITION TITLE:** Brief Treatment Counsellor

**JOB CODE:** 30002178

(Previously CHSS)

**DEPARTMENT:** Mental Health

**UNION:** MAHCP

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**SUPERVISOR'S TITLE:** Manager, My Health Team

**SUPERVISORY RESPONSIBILITIES:**

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**EDUCATION:**

Bachelor degree in a clinical designation: Clinical Masters degree preferred.

**EXPERIENCE:**

- Minimum 5 years mental health clinical experience
- Comprehensive knowledge and advanced level experience in clinical assessment and treatment modalities, including individual, couple, family and group therapy assessments and interventions
- Crisis intervention experience

**OTHER:**

- 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

**LICENCES, REGISTRATIONS:**

Current licensure or registration in designated field

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**Overview of Community Mental Health Program:**

“Our Vision is Healthy People, Vibrant Communities, Equitable Care for All”. To bring this vision to reality the WRHA Adult Mental Health Program provides an integrated and comprehensive range of mental health services and supports primarily for adult residents of Winnipeg across the healthcare continuum that support and promote

recovery. The Program endeavors 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 problems and to work towards sustainability of mentally healthy individuals and communities.

### **MAIN FUNCTION:**

The Brief Treatment Counsellor will provide brief solution-focused therapy and short term support to individuals accessing the My Health Team and Mental Health 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 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 and all other components of the Integrated Mental Health System, 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 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.

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### **POSITION DUTIES AND RESPONSIBILITIES:**

#### **1. RESPONSIBILITY**

Clinical Therapeutic Interventions

#### **ACTIVITIES**

- 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

## **2. RESPONSIBILITY**

Clinical consultation and collaboration

### **ACTIVITIES**

- Provides expert clinical consultation and collaborates with other clinicians within the My Health Team.
- 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

## **3. RESPONSIBILITY**

Cross service/sector linkage and liaison

### **ACTIVITIES**

- 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

## **4. RESPONSIBILITY**

Program Development/Practice Standards

### **ACTIVITIES**

- Ensures that interventions are based on best practice guidelines
- Participates in the development of policies, procedures and tools.
- Participates in quality improvement and program evaluation and research processes

## **5. RESPONSIBILITY**

Professional and Staff Development

### **ACTIVITIES**

- 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

## **6. RESPONSIBILITIES**

Information Management/Record Keeping

### **ACTIVITIES**

- Completion of all necessary documentation

- Participates in the development and collection of indicators and outcome measures
- Maintains appropriate records