

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

**INCUMBENT:**

**DATE:** Updated April 19, 2006  
April 16, 2021

**POSITION TITLE:** Cross Cultural Mental Health Specialist

**JOB CODE:** 30005097

**DEPARTMENT:** Mental Health

**UNION:** MAHCP

**SUPERVISOR'S TITLE:** Coordinator Centralized Functions

**SUPERVISORY RESPONSIBILITIES:** None

**EDUCATION:**

- BSW, OT, PT, BSc PN, RPN, BN, RN, SLP, RD, or related health/human service degree required.
- Equivalent education and experience may be considered.

**EXPERIENCE:**

- Minimum of 4 years' directly related community mental health experience.

**OTHER:**

- Expertise in the area of mental health
- Knowledge and understanding of psychosocial rehabilitation and recovery
- Knowledge of the principles of primary health care
- Excellent communication and interpersonal skills
- Effective networking and agency relations skills
- Knowledge of issues faced by immigrants and refugees
- Expertise in the area of trauma and Post Traumatic Stress Disorder
- Ability to speak another language is an asset
- Subject to a criminal records check

**LICENCES, REGISTRATIONS:**

- Licensure/Registration as per professional designation required
- Valid driver's license and vehicle
- If successful applicant is a Registered Dietitian, must be a graduate of a recognized dietetic internship program accredited by Dietitians of Canada.

**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 endeavours 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.

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**I. MAIN FUNCTION:**

To provide a range of services within the context of a multi-disciplinary team, to individuals experiencing mental and emotional disorders in order to restore, maintain and enhance their healthy functioning. Services will include, but not be limited to, assessment, treatment, crisis intervention, and management, coordination of and access to other services, as well as identification of resource/service gaps. These services will be provided with an understanding of cultural and linguistic barriers that individuals face when they are new to Canada. Services will be provided to address these barriers and facilitate access to services that would benefit the individual.

**II. POSITION DUTIES AND RESPONSIBILITIES (100%):**

- Screen request for service in order to determine the need and appropriateness for Cross Cultural Mental Health intervention by conducting interviews of applicants for service
- Ensure that situations requiring immediate attention because of client crisis are attended to and resolved satisfactorily
- Undertake assessment of clients' conditions and needs in order to develop a service plan
- Monitor clients' progress in community in accordance with stated case plan goals and objectives
- Collaborate with other professionals, agencies and groups in the community to ensure a well-coordinated service to mutual clients
- Pursue case management activities independently and in concert with other professionals and agencies
- Monitor the quality of care and supervision of clients in licensed and approved residential care facilities to ensure that clients receive the best possible available care
- Carry out certain provisions to the Mental Health Act pertaining to:
  1. Orders of Supervision as delegated by the Public Trustee
  2. Involuntary Examination/Admission to psychiatric facilities
- Supervise Proctors related to their work with clients
- Engage in liaison activities through linkages with community hospitals and clinics in order to strengthen the continuum of services to clients
- Provide information to individuals, families, and communities in order to increase their understanding of mental illness and to develop their awareness of existing resources

- Assume responsibility for their own professional and personal development to meet the challenges of changing needs of clients
- Contribute to the development and maintenance to team (work unit) integrity by providing and receiving consultation, new ideas and back-up support of other members
- Maintaining records as per defined Program standards inclusive of regular updating of M.H.M.I.S.