

Mount Carmel Clinic

Position Description

Position Title:	Social Worker
Classification:	Social Worker - BSW
Direct Supervisor:	Program Manager
Status:	FT, PT, CASUAL - TERM, PERMANENT

Position Summary

Social Workers provide health education and care within their scope of practice for clients within their respective programs. As a member of a client-centered interdisciplinary team, the Social Worker provides care to individuals promoting wellness, prevention of disease and/or disability and the management of chronic diseases/conditions. The Social Worker adopts a long-term approach to client care consistent with the philosophy of harm-reduction and as a means to ensuring continuity of care for the client.

Areas of Responsibility

1. Service Delivery
 - Maintain all competencies required for the position through continuing education, training or other means
 - Provide competent, evidence-informed Social Work assessment, treatment and intervention to MCC clients in accordance with professional standards, legal requirements and MCC values, philosophies, policies and practices
 - Document client interactions and record program information in accordance with applicable standards, and policies using appropriate software (EMR/Accuro, etc.)
 - Maintain client interaction targets as laid out by Program Manager
 - Assist clients to navigate MCC's services and the broader health and social service system to access the full range of services they require
 - Provide information and education to clients, groups and members of the public as assigned
 - Treat all clients, family members and members of the public with respect and dignity at all times
2. Teamwork & Collaboration
 - Communicate effectively, honestly and respectfully within the team and with other MCC staff
 - Avoid making assumptions about others and deal with disagreement and conflict constructively
 - Support the success of other team members by sharing experience, knowledge and best practices
 - Help to create an environment in which different ideas are valued and all members of the team are encouraged to participate

3. Quality and Innovation
 - Contribute suggestions and ideas to improve service quality and enhance outcomes for clients
 - Maintain productivity and program standards, document client interactions and submit statistics and reports on work activities as required by MCC
 - Report incidents, near misses and other areas of potential risk and contribute suggestions for mitigating/learning from these situations
 - Participate in, and contribute to, the development of annual quality plans and work with the team to achieve quality goals
 - Notice and point out gaps in service and opportunities for program developments or improvements that will meet current or emerging needs in the community
 - Act at all times in accordance with MCC mission, vision, values and philosophies and maintain compliance with all applicable standards, legal requirements and MCC policies
4. Competencies – Demonstrate the following competencies in all aspects of the work
 - Client Focus – Level 4
 - Continuous Learning – Level 3
 - Cultural Safety- Level 4
 - Results Orientation – Level 3
 - Values and Ethics – Level 4

Qualifications

Education

Must be registered and in good standing with the Manitoba College of Social Workers

Skills, Expertise and Experience

A minimum of five (5) years' experience working as a Social Worker

A minimum of three (3) years' experience working in the areas of addictions, mental health, crisis intervention and cognitive behavioral therapy.

Critical Skills

Proven knowledge and ability in critical thinking, decision-making, problem-solving and conflict resolution skills

Focus on Results

Demonstrated ability to prioritize and focus work-related activities to effectively and efficiently achieve service goals and produce expected results/outcomes

Alignment with Organizational Values

Commitment to the principles that guide Mount Carmel Clinic, as reflected in the history, vision, mission and values

Commitment to Reconciliation

Knowledge and understanding of Indigenous culture and traditions and the impact of colonization on the health and well-being of Indigenous individuals and families

Interdisciplinary Team, Collaboration

Proven ability to work within an interdisciplinary team environment with respect, professionalism, cooperation, sensitivity and cultural awareness

MCC Philosophies

Strong knowledge, commitment and demonstrated ability to apply diversity, equity, cultural safety, pro-choice, social determinants of health, population health, harm reduction, trauma-informed and community development principles in all aspects of the work

Communication

Excellent verbal and written communication skills and proficiency in the use of computer systems, including Microsoft Office suite

Assets

- Additional Languages
- Experience in an inner city community setting,
- Knowledge and Experience working with Students and/or Volunteers
- Links/Relationships with Community Resources
- Experience working with service specific computer programs such as EMR, eChart, and Accuro

Approval

Director

Human Resources

Incumbent

Date