

Mount Carmel Clinic

<b>Position Description</b>
-----------------------------

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

**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