

Position Title: **Intervention and Outreach (IOT) Clinician**

Program/Service: Intervention and Outreach Program

Labour Class:

Union: MAHCP

Date: 2023 – updated from January 2019

**Education/Training Required:**

1. Master's Degree preferred, (Social Work, Nursing, Occupational Therapy or other related disciplines).

**Position Summary:**

- A. Child and Youth Counselling and Support
- B. Program Development, Promotion and Delivery
- C. Interagency Networking and Partnerships
- D. Quality Improvement (QI) and Client Safety
- E. Integration, Collaboration & Teamwork

**Responsibilities:**

- A. Child and Youth Counselling and Support
  - a. Provides intensive counselling and support to children and youth with high needs per program funding criteria out of designated locations including office, home or other community locations.
  - b. Provides counselling and support to youth in setting goals based on their individual need with emphasis in the following areas:

- Emphasis on relationship building; providing a model for a healthy, trusting relationship through clear communication and setting clear boundaries;
- Empowering the youth to resolve current issues and developing coping strategies;
- Acknowledging their strengths, talents and gifts and encouraging them to find ways to use them;
- Engage in activities outside of the home to help expose youth to new opportunities and experiences.

- c. Provides direct therapeutic interventions as needed and defined by the Coordinator and IOT team members.
- d. Guide the crisis plan development, monitors the implantation and may intervene during a crisis.
- e. Provides advocacy and coordinates referrals to both internal and external service providers, recreational activities and programming including transportation of the child and youth.
- f. Collaborates effectively with clients, families/caregivers, providers and community agencies as needed per PHIA and The Protecting Children Information Sharing Act (including IOT's psychiatrist and psychologist).
- g. Ensures timely and accurate documentation of client encounters and document / task management using EMR per documentation standards to ensure continuity and safety of client care.

B. Program Development, Promotion and Delivery

- a. Collaborates with program team members and coordinator on innovative harm reduction and therapeutic programming and strategies including resource acquisition, client scheduling, outreach, presentations, and educational / promotional materials.
- b. Attends related program planning and evaluation team meetings to determine and develop as needed data collection and evaluation tools (Surveys).

- c. Responsible for the ongoing monitoring and data collection as required to meet funding requirements and standards of care i.e., financial statements, yearly reports, statistics.

C. Interagency Networking and Partnerships

- a. Actively seeks out and maintains interagency and community resources and partnerships to support children and youth with complex issues.
- b. Participates on related interagency committees and children and youth initiatives.
- c. Promotes IOT Program to community partners and related agencies.
- d. Acts as a resource to NorWest Programs and the community.

D. Quality Improvement and Client Safety

- a. Ensure client/customer centered approach to care.
- b. Participate in QI and Client Safety initiatives.
- c. Ensure ethical conduct and practice in daily work.
- d. Ensure accurate and timely data/statistical collection and reporting.
- e. Ensure confidentiality of all client information per PHIA.
- f. Ensure confidentiality and privacy of Staff, Volunteers and Board members per PIPEDA.
- g. Ensure use of evidence-based practice in daily work.
- h. Use respectful communication and approach with clients and staff.
- i. Actively participate in program development and evaluation as required.
- j. Responsible to prepare for and engage in supervision and participates in debriefing as required.

E. Integration, Collaboration & Teamwork

- a. Ensure daily collaborative approach and teamwork.
- b. Actively participate on designated team meetings.
- c. Actively participate on designated internal committees and projects.
- d. Support student development and mentorship as required.
- e. Communicates/shares relevant information with team members in a timely and appropriate manner.

**Experience Required:**

- A. Minimum two years of experience working with children and youth with complex issues including supervised counselling and risk assessment.
- B. Demonstrated knowledge of The Child and Family Services Act, The Mental Health Act, and Young Offenders Act.
- C. Demonstrated knowledge of child welfare, child and family services, justice and education systems of Manitoba.
- D. Knowledge of community resources for youth, harm reduction strategies and crisis intervention principles.
- E. Demonstrated competence in risk and clinical assessment.
- F. Knowledge of Motivational Interviewing and Training in Canadian High Fidelity Wraparound Model an asset.
- G. Experience working with diverse cultures and economic background and sensitivity to issues of colonialism.

**Personal Qualifications/Characteristics Required:**

- A. Strong interpersonal and communication skills.
- B. Strong problem-solving skills and ability to use own initiative when necessary.

- C. Empathetic, non-judgmental approach.
- D. Keeps all organizational/business information confidential.
- E. Actively seeks out learning opportunities.
- F. Accountability to individual, team, and organizational workload/deadlines.
- G. Up to date knowledge of Mission, Vision, Values, Strategic Priorities and Team Objectives.
- H. Up to date IT / social media use and knowledge of MS Office; EMR experience an asset.
- I. Valid Driver's License and Access to a Vehicle.
- J. Subject to Police Records Check (including vulnerable persons).

**Licenses/Registrations:**

Registration as applicable to post-secondary education i.e., RN, RSW.

Approval:



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**Executive Director**

November 2023

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**Date**