

REHABILITATION CENTRE FOR CHILDREN, INC.

POSITION DESCRIPTION (May 2021)

POSITION TITLE: Social Worker (M.S.W.)

DEPARTMENT: MB FASD Centre – Neurodevelopmental Services

RESPONSIBLE TO: Director, Neurodevelopmental Services

MAIN FUNCTIONS

Under the direction of the Director, Neurodevelopmental Services and demonstrating a commitment to the mission, values, and management philosophy of SSCY, RCC and the Manitoba FASD Centre the incumbent is responsible for:

1. Providing professional, skilled psychosocial interventions that are aimed at assisting clients families and support systems seeking information and support for adolescents and school age children prenatally exposed to alcohol and seeking assessment and short term follow-up support and education; using the healthcare and social and education systems effectively; demonstrating leadership within the multidisciplinary team; providing short term psychotherapy and education to families as indicated; relieving co-workers due to illness, vacation and professional development.
2. Participating as a member of the healthcare team and interpreting social, psychological, emotional and family problems to the team; maintaining excellent working relationships with team members and participating in team planning and problem solving; performing a variety of administrative functions as required by the MB FASD Centre.
3. Developing client education materials, providing client education and community training and participates in professional and research programs and in the advancement of his/her own professional knowledge and skill; participating in the clinical teaching and supervision of social work students; participating in clinical teaching of students from other professions. Participating in the training of regional FASD Coordinators and FASD Diagnostic Teams.

DUTIES/ RESPONSIBILITIES

Client Care

- Identifies clients requiring social work services through referrals from other team members or through case finding and prioritizes them according to high risk indicators appropriate to the client population.
- Contracts for social work services with identified client/families and obtains consents for collateral contacts.
- Collects data appropriate for bio psychosocial assessment or to determine family's readiness for an FASD assessment; uses all appropriate sources to gain required pertinent information on client's personal, social and emotional situation; obtains multiple perspectives and critically evaluates the issues that the client experience.

- Prepares a psychosocial assessment and organizes data in a logical and comprehensive manner ensuring that assessment reflects the application of relevant psychosocial theory and integrates a number of theories.
- Assists caregivers and collateral agencies as appropriate with preparing youth for FASD assessment and provides follow up education and support to youth and family following a diagnosis regarding disability awareness and other issues presenting (e.g. Grief, loss).
- Attends assessment team conferences to present psychosocial assessment and participates as a member of the assessment team to determine diagnostic outcome, recommendations for follow-up.
- Identifies and mobilizes community resources in accordance with intervention plans for adolescents and school age youth including adjustment and supportive clinical interventions; referral; psychotherapy that is in keeping with recommended best practice for children and youth living with FASD.
- Provides short term planned intervention to youth, family and collaterals following assessment and diagnosis of FASD to assist family with understanding the functional implications of the diagnosis and best practices for accommodation.
- Evaluates the effectiveness of interventions; observes and documents outcome of interventions on the medical record; analyses the effectiveness of own practice and uses this insight to modify future interventions. Prepares necessary reports and correspondence as required, to implement intervention plans.
- Practices independently and consults as required in highly sensitive or complex cases.
- Provides consultation to members of the FASD Centre and FASD Network, community agencies and other persons seeking guidance in their efforts to work with clients living with FASD.
- Participates on the multidisciplinary team and understands the role of social work within the team; develops and maintains effective working relationships with team members.
- Advocates for client and family when necessary; interprets social and family information to team members.
- Charts on medical record according to RCC guidelines, social work standards and legal requirements; completes records in a timely fashion and ensure that records are factual, legible, attributable and comprehensive.
- Advocates for, assists in developing or establishing resources to meet client needs when gaps in service exist; identifies gaps in service and utilizes system theories to problem solve; involves appropriate person within systems to problem solve and act.

Education (Client, Staff, Students, Etc.)

- Plans, provides, and evaluates as required, education and information to clients and families and to community groups in the area of FASD and clinical issues related to client group.
- Participates as required in the orientation and education of other health care professionals and students of other disciplines, on psychosocial implication of FASD within families and on a community's social service resources.
- Provides orientation and education to colleagues and groups, or students associated with other professions in the area of impact of FASD on individual, family and systems.
- Provides clinical teaching/supervision/field instruction to Social Work students.
- Acts as a resource to outside agencies, other health care professionals, regional FASD Coordinators and students regarding clinical issues in the designated service area.
- Participates in training of regional diagnostic teams.

Quality

- Adheres to M.C.S.W. standards of practice and C.A.S.W. Code of Ethics.
- Uses research based best practice information to guide client care.
- Participates in clinical supervision as agreed upon with Director.
- Provides input in performance appraisals as requested.
- Records accurate statistical workload data in a timely manner and according to department and professional standards.
- Initiates requests for consultation of difficult case situations with Director.
- Informs Director of political, social, legal sensitive base situations.
- Identifies practice issues that require formation or revisions of policy and/or guidelines.
- Seeks to improve processes within scope of responsibility.
- Applies infection control routine practices.
- Reports issues of competency to Director.

Professional Development

- Maintains clinical competency by taking initiative and responsibility for own professional development; develops annual learning goals in consultation with Director.
- Applies new information to practice.
- Completes specified number of hours annually as per MCSW requirements.
- Contributes to the continuing professional education of peers and colleagues.
- Carries out critical self-evaluation and sets learning goals on annual basis.

Research

- Participates in the development and evaluation of evidence-based practice.
- Conducts evaluations and operational research.
- Initiates and executes research and disseminates results as assigned.
- Participates in program development and program enhancement initiatives.

PERFORMANCE STANDARDS

EDUCATION

- Master's Degree in Social Work (MSW) from a Canadian Association of Schools of Social Work (CASSW) accredited school/faculty, or the approved equivalent if internationally educated.
- Postgraduate in specialized services preferred.

EXPERIENCE

- Minimum two (2) years recent and relevant experience in social work services in a health care setting preferred including working with adolescents and their families and clinical experience in the area of FASD.

LICENSES, REGISTRATION

- Must be registered with Manitoba College of Social Workers (MCSW)
- Valid Manitoba driver's license and reliable vehicle required.

OTHER

- Ability to establish and maintain good interpersonal relationships.
- Must have effective written and verbal communication skills.
- Ability to work cooperatively with other disciplines and demonstrate professional judgement and initiative.
- Willingness to adapt to new concepts, techniques, and best practices in the academic and clinical fields of health care.
- Understanding of health and social welfare systems.
- Ability to practice independently and with minimum supervision.
- Demonstrated strong commitment to the profession of social work and the Canadian Association of Social Work (CASW) Code of Ethics and Manitoba College of Social Work (MCSW) standards of practice.
- Ability to work in a multidisciplinary team.
- Demonstrated skill in report writing required.
- Must be organized in the workplace and determine clear priorities.
- Computer literacy and willingness to work in an EMR environment.
- Complies with workload measurement requirements.
- Attends staff meetings and team meetings; participates on special committees; provides leadership/chairs working groups as appropriate.
- Participates in community health and social organizations as related to the interests of clients and program, and as agreed upon with the Director, provides education on topics within social scope of practice.
- Prepares necessary reports and correspondence as required.
- Participates in program and professional service planning and establishing goals and objectives.
- Performs other duties related to the job as required, not exceeding the stated skills and capabilities.

Physical Demands and Working Conditions

- Good physical and mental health required.
- May encounter aggressive and/or agitated client.
- May be required to work extended hours.

Safety

- Always maintains responsibility for personal and client safety.
- Contributes to safe work environment and culture of safety.
- Maintains knowledge of emergency procedures and acts upon them when necessary.
- Reports any hazardous conditions or equipment and takes action to address when appropriate.
- Adheres to all workplace health and safety regulations policies and safe work practices.
- Completes all mandatory safety education sessions and recertification (e.g. Workplace Hazardous Materials Information Systems (WHIMIS)).
- Reports any untoward incident to the Director.
- Ensures the safety and rights of individuals and families in high risk situations by adhering to legislation, policy, protocol, and guidelines.

Approved by:

Carl Buh

Date:

May 27/2021