



Hay River Health & Social Services Authority

3 Gaetz Drive, Hay River, Northwest Territories X0E 0R8

Job Description

IDENTIFICATION

<i>Position Number</i>	<i>Position Title</i>	
U-01-68	Clinical Supervisor, Community Counselling	
<i>Department</i>	<i>Position Reports To</i>	<i>Site</i>
Community Counselling Services	Manager, Social Programs	Gensen Building

PURPOSE OF THE POSITION

In accordance with best practices, program standards, and ethical guidelines, the Clinical Supervisor of Community Counselling is a senior clinical counsellor that provides clinical direction for the Community Counselling in order to enhance their professional functioning and to monitor the quality of professional services offered to individuals and families. This is to ensure harm is not done through inappropriate delivery of counselling and therapeutic services to children, youth, adults, seniors, couples and families through individual or group sessions.

SCOPE

This position is located at the Hay River Health and Social Services Authority (HRHSSA). The HRHSSA is an accredited, integrated health authority that provides the following services; 19 acute inpatient beds, emergency services and ambulatory care services including, dialysis and endoscopy; 10 Extended Long Term care beds; Woodland Manor a 15 bed long term care centre; Supportive Living Campus, a Territorial campus providing 10 permanent residences and 2 respite with a skills development centre; Diagnostic imaging, Ultrasound and Mammography; Laboratory services; Medical and Specialty Clinic services; Community Counselling services; Social Services providing Child & Family Services; Community Health and Home Care Services; Rehabilitation services and a full range of support services.

Reporting to the Manager, Social Programs the Clinical Supervisor provides advanced clinical supervision, education, and leadership to three Mental Health & Addictions Counsellors, two Community Wellness Workers and a clerical receptionist. Service includes but is not limited to developing ongoing individual and group clinical supervision sessions for staff, teaching clinical skills and current counselling theories, monitoring staff skill development and in turn ensuring client welfare, evaluating staff competencies, developing prevention and promotion initiatives, mentoring case management techniques, and providing the earliest possible intervention during or after a crisis.

The incumbent provides input to the Manager, Social Programs regarding modifications to programs and services and the development and administration of the annual budget.

In delivering services, the Clinical Supervisor collaborates with representatives from a number of agencies, including but not limited to: Family Support Centre, Social Services, Supportive Living Services, HRHSSA medical and nursing staff, Soaring Eagle Friendship Centre, South MacKenzie Correctional Centre, public school counsellors and teachers, and various government agencies.

As an active member of the counselling team the Clinical Supervisor will also provide advanced clinical counselling and therapeutic services for residents as required. In mentoring staff, the Clinical Supervisor operates from a basis of evidence based counselling and therapeutic models with a philosophy of providing screening, intake, assessment, counselling, treatment, aftercare, education, and prevention services to enhance the capacity of individuals and families to take control of their health and well being and prevent harm. This involves having the skills to provide service for various cultural groups, which includes serving a diverse population of elders, adults, adolescents, children and families. The incumbent is encouraged to consult with psychologists and psychiatrists within and outside the NWT concerning difficult cases.

The caseload of Community Counselling Services tends to be varied, complex, demanding and occasionally crisis oriented. The range of presenting issues that Community Counselling Services must be prepared to handle includes, but is not limited to: psychological disorders, abuse, addictions, the impact of suicide, marriage and family conflicts, family of origin issues and grieving, family violence, crisis intervention and various offender behaviours.

RESPONSIBILITIES

1. The Clinical Supervisor, as the senior clinical counsellor, oversees the day-to-day operation of Community Counselling programs and provides clinical counselling leadership, education, and direction to staff.

Main Activities:

- Provides ongoing individual and group clinical supervision sessions using a variety of clinical supervision models and intervention techniques including but not limited to solution-focused, cognitive-behavioural, narrative, developmental, systems, and/or expressive therapies models.
 - Develops a relationship of safety and trust in order to provide support to staff experiencing new and challenging situations. This includes being able to support counsellors' strengths, as well as encouraging and teaching counsellors to use new and/or different skills and intervention techniques.
 - Assesses and problem-solves factors that may impact the clinical supervision relationship including staff resistance, shame, anxiety, transference and counter-transference, and the need to portray self in a positive light.
 - Assists staff in examining aspects of their own behaviour, thoughts, or feelings that are impacted by work with clients, including barriers with their work with clients and peers.
 - Develops clear and concrete clinical and educational interventions tailored to the needs of staff and their clients taking into account the learning style, developmental level, and beliefs of staff.
 - Teaches, mentors and provides training in clinical expertise, which may include assigning readings, assignments, and/or case reports.
 - Participates with the Manager, Social Programs in the recruitment, selection, orientation and performance management of the Community Mental Health Counsellors, Addiction Counsellors, and support staff positions.
 - Participates in multidisciplinary meetings and task forces as required.
2. The Clinical Supervisor ensures that individuals and families are receiving quality clinical counselling and supportive services.

Main Activities:

- Evaluates clinical competency levels of staff to monitor and safeguard services for clients. This is a primary responsibility in ensuring that harm is not done to clients. It also provides staff with motivation to evolve, change, and grow.
 - Develops evaluation methods to be used in clinical supervision, which may include self-reporting, case notes, scaling questions, videotapes, client evaluations, and client outcome data.
 - Provides regular, timely, objective, balanced feedback regarding staff competencies. This includes communicating what level of performance meets program standards as well as communicating when staff performance is below expectations. Feedback may include a focus on counselling skills and/or behaviours that need to be changed, including the advantage and benefit for staff.
 - Oversees documentation including case notes, file management, report writing, and referrals for treatment.
 - Gives specific instructions and direction to staff with regards to ethical and legal issues.
 - Monitors staff case and workloads, debriefs difficult and complex cases (i.e., trauma, abuse, concurrent disorders, chronic mental illness), and assists in managing crisis situations to limit staff burnout and vicarious trauma.
 - Intervenes in cases where staff may place client at risk.
3. The Clinical Supervisor is responsible for independently, and as part of the counselling team, providing advanced comprehensive mental health, addictions, and family violence services, including case management and consultation.

Main Activities:

- Take a lead role in case management and case planning for mental health, addictions, and/or family violence clients. This includes taking a lead role on the counselling team in service planning for clients with mental health and addictions issues.
 - Functions as the primary therapist for a small number of complex and advanced cases (i.e., trauma, abuse, children's mental health, suicide).
 - Match advanced treatment and intervention to clients, their families and direct program standards for all aspects of addictions, mental health and family violence counselling (short and long term).
 - Responds to requests for assistance in critical care situations (i.e., suicide) either in person or by phone.
 - Researches clinical best practices for implementation within the Hay River program.
 - Provides seasoned knowledge and professional consultation for Doctors, Nurses, Social Workers, Teachers, and other program stake holders.
 - Contributes to the evaluation, modification, and coordination of new and/or existing programs to ensure community needs are being met.
4. Advocates and provides leadership in all matters concerning Mental Health, Addictions, and Family Violence Services. As a primary provider of Mental Health and Addictions Services within the Hay River area the incumbent is responsible for ensuring that members of the counselling team and other community agencies (CSSW's, Probation, Justice Committee's, RCMP, Nurses, Teachers, Homecare, Band Councils, Non-Government Organizations, etc.) are up to date on mental health, addictions, and family violence issues within the area.

Main Activities

- Develops and provides community awareness and education. This includes but is not limited to presentations and/or workshops that raise awareness of relevant mental health, addictions and family violence issues within the community.
- Provide orientation and training on mental health, addictions, and family violence to key stakeholders within the community (i.e. RCMP, Nurses, Schools, Non-Government Organizations, Band Councils, etc...).
- Provide materials and expertise to community groups.

Position Role in Client & Staff Safety:

The HRHSSA is committed to creating a culture of safety throughout the organization. A culture of safety is necessary to provide optimal care to our clients, and a healthy workplace for staff. An organization with a culture of safety is characterized by several elements:

- Client-centered care;
- Healthy workplace;
- Open communication; and a
- Blame-free and accountable environment.

All staff throughout the organization shares the responsibility for client and staff safety by:

- Demonstrating a commitment to safety;
- Complying with safety policies, procedures and best practices;
- Identifying and reporting safety issues; and
- Participating in safety initiatives.

KNOWLEDGE, SKILLS AND ABILITIES

- Seasoned knowledge of therapeutic treatment options as well as the skill and ability to provide such treatment to people of all ages with mental health and addictions issues.
- Advanced knowledge of clinical supervision theories and techniques, including motivation, education, evaluation, performance standards, and ethical guidelines for the provision of clinical supervision.
- Seasoned knowledge of strategies and interventions that have been scientifically validated for addictions, mental health and family violence. This includes strategies for concurrent or dual disorders, suicide prevention, harm reduction model for certain client groups, use of stages of change model, use of multi-disciplinary teams or health care providers, withdrawal management, use of cognitive behavioural approaches for depression, anxiety, post traumatic stress disorder and other.
- Working Knowledge of the different referral agencies/services available within the NWT (and community) for those individuals who require in-patient or alternative (such as psychiatric) assessment and care.
- Seasoned knowledge of the biopsychosocial presentation, determinants and precipitators of mental health and mental health disorders and the biopsychosocial presentation, perpetuants and models of addictions (abstinence model, moral model, harm reduction model, etc.) in order to recognize and interpret findings and determine an appropriate treatment plan.
- Working knowledge of epidemiology, etiology, biochemical, developmental and neurological foundations of mental health disorders and addictions.
- Seasoned interviewing, counselling and leadership skills including an ability to listen and have effective communication strategies for dealing with different groups of people in various crisis situations.
- An ability to appropriately use and provide education in the use of clinical, diagnostic and treatment planning terminology with clients, other health care providers and referral agents.
- Seasoned knowledge of the *Diagnostic Standards Manual of Mental Disorders Fourth Edition (DSM – 1V)*, classification system, psychopharmacology and psychophysiology of disorders.
- Seasoned knowledge of current trends in addressing psychological outcomes of violence, including interpersonal therapy, supportive counselling, group support and cognitive behaviour strategies.
- Knowledge of and an ability to refer clients to traditional healers and elders.
- Ability to apply knowledge of the NWT Mental Health Act and knowledge of Child and Family Services Act and other applicable policies and NWT legislation.
- Understanding of the community demographics, values, culture and history to be able to participate in community development issues.
- Knowledge of and an ability to network resources within and outside the region to ensure

- support for clients and their families.
- Seasoned knowledge and skill in modeling and educating about of the importance of and limitations to confidentiality.
- Ability to communicate (orally) effectively in a cross cultural setting
- Ability to draft written documents, which are clear, concise and easy to understand by both professionals and non-professionals.
- Adherence to a professional code of ethics.
- Good office computer skills and knowledge.

The knowledge, skills and abilities required for this position are typically attained by a Masters degree in counselling psychology, clinical psychology, or social work with three years of relevant counselling experience in a scope of practice or experience restricted to addictions, mental health, and/or family violence, or an equivalent combination of education and experience. The education or work experience of the Clinical Supervisor should include clinically supervised experience. Clinically Supervised education or work experience includes counselling and clinical experience obtained under a qualified supervisor and includes at least 800 hours where at least 400 hours is direct client contact. In addition, the incumbent must have proven supervisory and program design/evaluation experience.

WORKING CONDITIONS

Physical Demands

The physical demands of the position can lead to physical fatigue in that the position can be fast-paced. There will be times (10%) when the Clinical Supervisor may be required to provide services to clients and the community at large during out-of-office hours, such as when crisis situations occur in the community.

Environmental Conditions

The majority of incumbents work is provided within an office/clinic setting.

The Clinical Supervisor occasionally works with clients that may present as dangerous and/or unpredictable.

Sensory Demands

Sixty percent (60%) of the incumbent's day will be spent providing clinical supervision, education, and leadership for Counsellors and administration staff.

On average, twenty percent (20%) of the incumbent's day will be spent providing direct therapeutic services for clients, requiring the use of the combined senses of touch, sight, smell, and hearing during assessment and provision of counselling services. This involves the use of the whole self (self is the tool in counselling) to tune into the clients' message through verbal, non-verbal and other conflicting messages. The incumbent must be constantly aware of the client's physical and emotional needs (mood, hygiene, etc.) when screening for mental health/addictions assessment and treatment services.

In dealing with clients who are working through experiences of childhood and adult trauma, it is necessary to listen to their words as well as their tone of voice, timbre of voice, and body language, as it is not unusual for 'flashbacks' and dissociation to occur, sometimes without the client being aware of it, making it necessary for the Clinical Supervisor to reorienting the client prior to ending the session.

In working with children, who often communicate through symbolism and metaphor, it is necessary to be attuned to the various ways children communicate their thoughts, feelings, and needs including body language, play, stories, energy level, tone of voice, and other verbal and non-verbal cues.

The incumbent will spend 20% of their day on planning, assessment, financial and other administrative duties within an office setting focusing, which will include working on a computer

terminal.

Mental Demands

The incumbent works in an extremely stressful environment where there are considerable mental demands in providing clinical supervision of staff. Mental stress is caused by the high-volume of work and the need to maintain tight and often conflicting deadlines. Stress is also caused by constant interruptions and by the requirement to deal with staff who are encountering difficulties with (e.g. clients, performing their job, suffering from job related trauma, stress or personnel difficulties). There is considerable stress associated with the unpredictability of the work and the mental demands associated with assessments and life altering decisions that must be made. Stress is caused by the conflicting dual roles and ethical dilemmas that staff often finds them involved in dealing with friends, neighbours, relatives or social acquaintances as well as victims and perpetrators. The incumbent must have the appropriate skills to deal with this fatigue and ensure that the necessary clinical supervision is conducted.

The evaluation component of clinical supervision is a highly complex and personal experience. Staff may resist participating because it requires taking risks and being vulnerable. At times staff may not disclose certain behaviours, experiences, topics, or ethical dilemmas because of the evaluation component. As well, staff may not comply with treatment plans for clients. This is stressful for the Clinical Supervisor who has an ethical and professional responsibility to the clients receiving service.

The Clinical Supervisor must be prepared to provide support following a critical incident with little or no notice as part of a debriefing team. Such incidents may involve the loss of life through situations involving suicide, fires, accidents, etc...Within this capacity the clinical supervisor will be exposed to secondary trauma disorder.

In this profession there is some level of uncertainty in knowing what to expect while at work. People in crisis can be abusive to those trying to help. As a result, there is legitimate concern about the risk of verbal or physical assault (.e. Clients or family members under the influence of drugs or alcohol).

CERTIFICATION

Position Number: U-01-68

<hr/> Employee Signature	<hr/> <hr/> Supervisor Title
<hr/> Printed Name	<hr/> Supervisor Signature
<hr/> Date	<hr/> Date
I certify that I have read and understand the responsibilities assigned to this position.	
I certify that this job description is an accurate description of the responsibilities assigned to the position.	
<hr/> Director/Chief Executive Officer Signature	<hr/> Date
I approve the delegation of the responsibilities outlined herein within the context of the attached organizational structure.	

“The above statements are intended to describe the general nature and level of work being performed by the incumbents of this job. They are not intended to be an exhaustive list of all responsibilities and activities required of this position”.

April 2007
Editorial December 2009-reports to; scope; client safety
Editorial July 2011 – scope and reports to
January 2012 – updated scope
September 2012 – editorial changes only