



# Native Child and Family Services of Toronto

Native Child and Family Services of Toronto is an Aboriginal, community controlled multi-service agency. Our mission is to provide support, ensure safety and enhance the quality of life for Aboriginal families, children, and youth within the greater Toronto area. Our agency works within a holistic framework, which builds on individual and family strengths, and engages clients as partners in identifying issues and their solutions.

## Clinical Lead

Classification: Regular Full-Time Location: 222 Carlton Street  
Hours: 35 hrs/wk.

**NCFST is committed to staffing a workforce representative of the Aboriginal population we serve. We encourage First Nations, Métis and Inuit applicants to apply and to please self-identify in their cover letter.**

### Position Summary

Mdewgaan Lodge (mi-day-gaan / medicine lodge) serves Aboriginal women with young children who are struggling with addiction issues and mental health challenges related to complex trauma and poverty, and who are either homeless, precariously housed, or at risk of homelessness. The program stems the flow of children into child welfare, breaking down historical cycles, and addressing the overrepresentation of Aboriginal children in the child welfare system. Our services are trauma-informed and holistic, utilizing Traditional Healing, Traditional Counselling, and Land-based Cultural Programming combined with mainstream clinical interventions.

Reporting to the Manager, Clinical Services, the Lead Clinician is responsible for:

1. Providing guidance and coaching to all clinical staff on a daily basis. This includes, but is not limited to, reviewing client files, maintaining and monitoring confidentiality to ensure compliance with prevailing regulations, policy, procedure, contract requirements and licensing standards.
2. Collaborating with the Supervisor, Mdewgaan Lodge in all aspects of performance management for all clinical staff.
3. Scheduling and chairing weekly clinical meetings.
4. Coordinating admissions in conjunction with the Case Manager and Supervisor
5. Serving as a resource and providing or arranging for training as requested/necessary.
6. Observing residents during program activities, providing consultation in response to needs or concerns, and assisting in managing resolutions.
7. Ensuring that staff are addressing the cultural needs of the clients, including the utilization of Elders and Traditional Teachers.
8. Updating the Policy & Procedure Manual in conjunction with the Supervisor and Manager, Clinical Services.
9. Solidifying the in-house clinical program and the development of Circle Manuals
10. Scheduling facilitators and ensuring reports are completed after groups.
11. Assisting with partnering opportunities, linkage/support agreements and other critical relationships with internal and external resources.
12. Maintaining current knowledge of community resources and social service providers.
13. Working closely with case managers and residential counsellors in treatment planning monthly reports.
14. Overseeing attendance at groups, the evaluation process, the warning process etc.
15. Other duties as assigned by Manager, Clinical Services.

### What we are looking for:

- Bachelor's or Master's degree in Psychology, Social Work, Counselling or a closely related field.
- 3 years of experience as an administrator of a clinical program, addictions and mental health treatment or supervisory experience is required.
- Alternatively, a combination of education and experience will be considered.
- One year of experience in a therapeutic community setting is preferred.
- Experience in case management and program development is an asset.
- Experience working with multi-disciplinary holistic setting is an asset.
- Understanding and grounding in cultural and social issues affecting Aboriginal people.
- Understanding of clinical operations.



# Native Child and Family Services of Toronto

Native Child and Family Services of Toronto is an Aboriginal, community controlled multi-service agency. Our mission is to provide support, ensure safety and enhance the quality of life for Aboriginal families, children, and youth within the greater Toronto area. Our agency works within a holistic framework, which builds on individual and family strengths, and engages clients as partners in identifying issues and their solutions.

- Knowledge of all relevant Acts, Regulations, Policies and Procedures.
- Must demonstrate knowledge of the methods and techniques of substance use treatment, aftercare planning, clinical supervision, and applicable guidelines pertaining to the operations of a treatment program.
- Leadership skills to provide direction, guidance and advice to program staff.
- Excellent listening skills and adept at conflict resolution/ problem solving
- Excellent relationship building skills and ability to work within a team
- Demonstrated organizational skills
- Self-starter, able to work autonomously and generate ideas
- Excellent interpersonal and communication skills, verbal and written.
- Experience with Microsoft Office applications or other similar software applications is preferred
- Report writing and compilation skills.
- Demonstrated understanding of workplace health and safety practices and understanding of an employee's responsibilities under the current legislation.
- Professionalism, initiative and respect for confidentiality.
- Demonstrated understanding, and commitment to, integrating the Native Child and Family Services of Toronto Mission and values in to practice, service and relationships.
- A willingness to obtain and pass a Vulnerable Sector Police Record Check.
- Knowledge of First Nations, Metis and Inuit cultures.

---

If you are interested in this job opportunity, please apply by email on or before **July 23, 2020** to [hrncfst@nativechild.org](mailto:hrncfst@nativechild.org) quoting reference number **#20-07-05**.

**We are dedicated to providing a barrier-free work environment in accordance with the Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code. As such, NCFST will make accommodations available to applicants with disabilities upon request during the recruitment process.**

We thank you for your interest, however, only those applicants selected for an interview will be contacted.