

External Job Posting:
Child and Family Therapist - Polaris

Are you passionate about contributing to the community? Are you interested in working for an organization that helps families thrive by strengthening their mental health and wellbeing?

AGENCY OVERVIEW:

Carizon Family and Community Services helps families thrive in their communities by strengthening their mental health and wellbeing. Our vision is to inspire and facilitate Hope, Wellness, and Community through the uniquely tailored services we provide.

We deliver Children's Mental Health, Counselling, and Community Services that foster the health, skills, confidence, and resilience of every person we serve. We believe that when we help families manage life's challenges and develop strategies to move forward, we create a healthy and vibrant community for all.

POSITION OVERVIEW:

The **Child and Family Therapist** works directly with children and their family members who have been referred to our Polaris Program. The families have at least one child (ages 5 to 12) with a significant mental health challenge and are in considerable distress. The Child and Family Therapist provides support, assessment, counselling, direct therapeutic treatment and therapeutic experiences to children and their families that foster healing.

As part of the Polaris team, the Child and Family Therapist applies their knowledge of child and youth mental health, family systems theory, motivational enhancement theory, trauma, resilience, wellness and attachment to establish a treatment plan in collaboration with the child and family, based on their strengths, needs and desires. The Child and Family Therapist will establish trusting, supportive and creative relationships with the child, their family members and their primary caregivers. They will work with children and families in a variety of settings, including the family home and in other community settings. They will compile comprehensive assessment information and treatment planning and be involved in some of the ongoing treatment plans using a variety of treatment modalities.

RESPONSIBILITIES:

- Meet with children and their family members in their homes, in other community settings and in the Carizon office
- Orient family members to our services
- Facilitate families' engagement in the service through the use of a variety of communication styles and therapeutic skills, including active listening, empathic support, honest and transparent communication, motivational interviewing, persistence, collaborative goal setting and a flexible approach
- In partnership with family members, identify and assess the strengths, needs, desires, goals and risks of the family
- In partnership with family members, design flexible treatment plans that address their identified needs
- Work in partnership with family members to develop and implement therapeutic treatment approaches that best meet the needs and comfort level of the family
- Provide therapeutic interventions based on Carizon's children's mental health services philosophy, which integrates wellness knowledge, resilience building methods and attachment and trauma informed principles
- Communicate the needs and progress of families to fellow members of our program, so that the teams' resources can be planned and mobilized to serve families

- Provide ongoing service coordination, lead/attend treatment/case conferences, work in partnership with other service providers and engage in collaborative, community-based problem solving as needed
- Take part in all therapeutic and administrative planning meetings
- Complete all documentation and reporting as per the program standards in a timely manner
- Promote the services of Carizon in a variety of settings
- To always perform work safely and in compliance with the Occupational Health and Safety Act (OHSA)

EDUCATION/KNOWLEDGE/EXPERIENCE:

- Masters degree in a relevant discipline and registration with the applicable College (e.g. OCCSSW, College of Registered Psychotherapists, etc.)
- Minimum of three (3) years professional experience including experience working with families who have been impacted by trauma and a variety of mental health challenges.
- Demonstrated ability to work positively and calmly, collaboratively, and in partnership with families who have complex needs and are sometimes in crisis.
- Has demonstrated a commitment to working in partnership with families. Is sensitive to the fact that families can experience a power imbalance in their relationship with professionals and is committed to redressing this balance
- Communicates with families naturally, in a non-judgmental, honest way that enables family members to know they have an ally
- Has a detailed knowledge of the local formal and informal support services
- Has a flexible work approach; willing and able to change as the needs and desires of families change. Is able to work at the families' pace, and is resilient enough to hold on until families are ready to take action
- Is a reflective practitioner, open and responsive to feedback from peers and supervisor
- Sound understanding of children's behaviours, including disruptive, defiant and aggressive behavior
- The ability to use child development theory, attachment theory, trauma informed therapeutic practices, brain development theory and social learning theory to help parents and family members to understand their children's behaviours and build skills to support their children
- A thorough, advanced understanding of evidence informed/evidence-based practices for promoting trauma, attachment, resilience and wellness-based mental health programs services to children, youth and their families
- Demonstrated history of self-directed career growth and the ability to use professional feedback to seek improvements.

WORKING HOURS/CONDITIONS:

- Work takes place in client homes and in an office environment
- Must be available to work day and evening hours
- Frequent travel throughout the Region of Waterloo
- A valid driver's license and access to a reliable vehicle is required
- A police check for the vulnerable sector is required
- Some exposure to unpleasant conditions (e.g. client homes may be messy; driving during adverse weather conditions; unpleasant client interactions, etc.)

HOW TO APPLY:

Please submit your resume and cover letter through <https://carizon.bamboohr.com/jobs/>

As we continue to be responsive to the changing needs of our communities, we acknowledge the historical and present-day violence and systemic barriers that continue to harm members of our Region and that we must ask ourselves not if we are complicit, but how.



Carizon is committed to developing anti-oppressive practices and equitable outcomes for the families we serve while ensuring that our programs reflect and meet their needs. We recognize that we must work in collaboration with others to dismantle systems of oppression, discrimination and violence that people face as a result of their diversity, beliefs and identities.

Building equity takes time, resources, intentional commitment and behavioural change. It is an ongoing process, and we start by recognizing the racism and discrimination faced by Indigenous people, Black people, Asian communities, racialized people, ethnic or linguistic groups, members of the 2SLGBTQIA+ communities, unhoused people, people with mental illness and people with physical and intellectual disabilities.

To help us create change and ensure that we can continue helping families thrive, Carizon has invested in antiracism and anti-oppression training for all our employees. In addition, we have engaged in an organizational assessment to identify and address gaps. We have also created an Equity Leader position to help ensure our policies, processes, and practices eliminate any existence or influence of systemic racism across our organization.

We have a lot of work to do and we are committed to keep moving forward on this learning journey. We will continue to listen, learn, and take action to ensure that everyone at Carizon experiences true equity, empowerment, and inclusion.

Carizon is an equal opportunity employer and supports workforce diversity. At Carizon, we believe that diversity enriches our performance, clients, services offered, the communities where we live and work, and the lives of our employees. Should you require accommodation during the recruitment process, please contact Human Resources (hr@carizon.ca). While we thank all applicants for their interest, only those candidates selected for an interview will be contacted.

<u>SALARY:</u> Non-Management 9	<u>STATUS:</u> Full-time Permanent	<u>COMPETITION NUMBER:</u> 61-21
<u>LOCATION:</u> Kitchener/Waterloo	<u>HOURS OF WORK:</u> 35 hours/week	<u>POSTING PERIOD:</u> September 8-22, 2021
<u>EMPLOYEE GROUP:</u> Non-Union	<u>SCHEDULE:</u> TBD	<u>START DATE:</u> TBD