



## UNION JOB DESCRIPTION

JD4475

<b>JOB TITLE:</b>	MHSU Clinician-Addiction Services	<b>JOB DESCRIPTION NO.:</b>	4475
<b>CLASSIFICATION:</b>	Disciplines Allied to Social Work P1	<b>GRID/PAY LEVEL:</b>	H-I-P1
<b>COLLECTIVE AGREEMENT:</b>	Health Science Professionals	<b>HSCIS NO.:</b>	50001
<b>UNION:</b>	BCGEU	<b>JOB/CLASS CODE:</b>	50001
<b>PROGRAM/DEPARTMENT:</b>	Mental Health and Substance Use	<b>BENCHMARKS (If Applicable):</b>	
<b>REPORTING TO:</b>	Clinical Coordinator/or designate		
<b>FACILITY/SITE:</b>	VIHA: SI-Victoria; CI-Cowichan Valley, Nanaimo, Parksville, Port Alberni; NI-Campbell River, Comox Valley		

### JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority, patient safety is a priority and a responsibility shared by everyone at VIHA; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

Reports to the Clinical Coordinator or designate. Utilizing advanced clinical knowledge contributes to the efficiency of service delivery and advancement of practice and interventions. Working within the organization's framework and standards, and a rehabilitation/recovery, harm reduction focused model, as a member of a interdisciplinary treatment team, the Mental Health and Addictions Clinician, Addiction Services provides advanced clinical practice and interventions relating to assessment, intervention, treatment, outreach and/or, consultation, detoxification and/or recovery and referral for clients experiencing mental health and alcohol and drug addiction problems and their caregivers/families. Travel may be a requirement of this position and transportation arrangements must meet the operational requirements of the Vancouver Island Health Authority.

### TYPICAL DUTIES AND RESPONSIBILITIES:

1. Utilizing advanced clinical knowledge contributes to the efficiency of service delivery and advancement of practice and interventions by:
  - Responding to referrals from a variety of sources, attending as required to assess and take steps to stabilize crisis situations and make referrals to follow-up services and support;
  - Communicating policies, programs and procedures by written form and by providing verbal directions;
  - Participating in supervision of practicum students;
  - Participating in orientation and training of new staff and providing internal, local and regional training on specialized addiction issues as requested; and
  - Taking a lead role in development of new programs, groups or services.
2. As a member of the interdisciplinary treatment team, provides advanced clinical practice and interventions in the community setting by:
  - Screening referrals through the intake process to ensure clients meet service mandate;
  - Providing mental health and/or substance use assessments;

- Ensuring all clients have a service plan that maximizes rehabilitation and utilizes relevant community supports that are developed in partnership and coordinated with the client and caregiver/family and the interdisciplinary team;
- Utilizing a variety of treatment modalities for individuals, groups and families;
- Promoting and facilitating client independence, by modeling, counselling and teaching life skills within a bio-psycho-social rehabilitation model;
- Acting as client advocate;
- Providing culturally sensitive services;
- Performing the function of coordinating client treatment;
- Participating in discharge planning and follow-up;
- Documenting observations, interventions and service outcomes in client records;
- Reviewing and maintaining up to date clinical records to monitor and evaluate treatment outcomes; and
- Maintaining required statistical documentation and health information systems in accordance with VIHA processes and standards.

3. Provides services that are continuous in all phases of mental health and alcohol and drug addiction and concurrent disorder treatment and support by:

- Collaborating and consulting with other service providers on the interdisciplinary team by providing input and feedback;
- Delivering services at various sites in the community, including private homes as assigned;
- Participating in and delivering educational sessions for clients and their families/caregivers and community groups as assigned; and
- Developing community support components to service plans that maximize the client's inclusion in the community in collaboration with client, family, and other sources of support for the client.
- Under the direction of the Coordinator or designate, carries out quality assurance activities and projects, analyzing and acting upon information received through incident reports, evaluations and other data, including collecting and compiling statistical data for research and evaluation purposes and contributing to the development of outcome measures for Mental Health and Addiction Services.
- Communicates and shares information with community agencies and the public about addiction and mental health issues and services, promoting good public relations and facilitating efficient and cooperative relationships.
- Performs other related duties as required.

## **QUALIFICATIONS:**

### **Education, Training And Experience**

Masters Degree in a health related discipline from an approved post-secondary institution.

Three (3) years recent related experience.

A significant understanding of alcohol and drug addiction issues, substance use assessments, treatment methodologies, intervention strategies, the change process, and community dynamics;

Significant knowledge of available programs and services, their interrelationships, and their function in delivering services in the community;

Knowledge of applicable legislation, such as the Mental Health Act and the Guardianship Act; or

An equivalent combination of education, training and experience.

Valid BC Driver's License.

## **Skills And Abilities**

- Demonstrated advanced competence in the treatment of addiction and mental illness congruent with the organization's framework and standards within a rehabilitation/recovery, harm-reduction focused model.
- Communicate effectively, both verbally and in writing.
- Demonstrated effective interpersonal skills.
- Demonstrated organizational, problem solving and teaching skills.
- Demonstrated judgment, good observation and client assessment skills, tact and empathy.
- Work independently, demonstrating initiative, with limited supervision.
- Demonstrated knowledge of adult education skills.
- Work collaboratively as part of an interdisciplinary team.
- Promote positive change and independence.
- Prioritize and organize workload.
- Ability to carry out the duties of the position.
- Operate a personal computer with a variety of Windows based software.
- Foster good public relations.
- Operate related equipment.