



UNION JOB DESCRIPTION

JD6130

JOB TITLE:	Psychologist	JOB DESCRIPTION NO.:	6130
CLASSIFICATION:	Psychologist P1	GRID/PAY LEVEL:	H-O-P1
COLLECTIVE AGREEMENT:	Health Science Professionals	HSCIS NO.:	54301
UNION:	PEA	JOB/CLASS CODE:	54301
PROGRAM/DEPARTMENT:	Mental Health and Substance Use	BENCHMARKS (If Applicable):	
REPORTING TO:	Manager or designate		
FACILITY/SITE:	VIHA South Island Health Services Delivery Area		

JOB SUMMARY:

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

Reporting to the Manager, and working as part of an interdisciplinary team, the psychologist provides psychological services including individual and group therapy and psycho-diagnostic and clinical assessments, provide psychotherapy services to a specialized population in a variety of service areas including community, inpatient and emergency. Services are delivered using a variety of modalities in accordance with the College of Health and Care Professionals of British Columbia and clinical policies and practices. This position would aim to support individuals who are unhoused, those experiencing mental health, substance use, and concurrent presentations, as well as, those who may have a traumatic brain injury or developmental disability.

The Psychologist contributes to the achievement of organizational and departmental objectives, in accordance with established standards of practice, Island Health policies, and work-related processes, procedures and guidelines, including safety and quality protocols.

Travel may be a requirement of this position. Transportation arrangements must meet the operational requirements of the Vancouver Island Health Authority in accordance with the service assignment and may require use of a personal vehicle.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. As a member of an interdisciplinary team, provides clinical direction and guidance on appropriate utilization and evidence based treatment for the clinical aspect pertaining to psychology assessment by:
 - providing psychological assessment and diagnosis for adults and older adults referred from both acute and community mental health and addiction services.
 - assessing the needs for psychology services across Complex Care Housing and other program areas;
 - collaborating with other mental health psychologists regarding allocation of psychology resources in light of stated needs and collaborating in service delivery with other mental health and addictions teams, related community services and physicians;
 - acting as access point to Complex Care Housing for the various programs;
 - participates on program design; and

- conducting research activities, including literature reviews of current and best-practice modalities, and evaluate the effectiveness of clinical treatment interventions.
2. Provides individual and group clinical therapy/counselling, psychoeducation, and/or therapeutic group services to adults by performing duties such as providing comprehensive psychological assessments and services in a variety of modalities such as Cognitive Behaviour Therapy, Dialectical Behaviour Therapy, psychological testing, and crisis stabilization.
 3. Maintains appropriate documentation related to clinical data, assessment information, treatment plans, progress reports, statistical data, and care plans manually and/or electronically in accordance with established policies, standards, and procedures.
 4. Participates in short- and long-term planning for Mental Health & Addiction Treatment Services as an interdisciplinary team member, including needs assessment, evaluating treatment effectiveness, identifying opportunities for change, and formulating recommendations to ensure optimal outcomes.
 5. Provides orientation, guidance, and collegial information or demonstration of equipment or work methods and processes to others including peers, new staff, and students. Provides instruction and/or supervision to students; evaluates and provides feedback on student progress. Provides work direction to support staff.
 6. Participates in continuous quality improvement/quality assurance activities through methods such as evaluation and measurement of outcomes of programs/care, follow-up of unusual occurrences, identification and participation in research studies and contribution to the identification of new policies and best practices for the profession and the organization.
 7. Performs other related duties as assigned.

QUALIFICATIONS:

Education, Training And Experience

- Ph.D. in Clinical Psychology; and
- Current licensure in a practicing category with the College of Health and Care Professionals of BC as a Psychologist; and
- Minimum of five (5) years recent related experience working with adult clientele in mental health and addictions facility or related field. Specific expertise and experience in psychological assessment with severely mentally ill or behaviour disordered patients is essential; and
- Knowledge of and experience with treatment specific to crisis intervention, urgent response, Cognitive Behaviour Therapy, Borderline Personality Disorder, such as Dialectical Behaviour Therapy; and
- Valid BC Driver's license.

Skills And Abilities

- **Communication:** Demonstrated ability to communicate effectively with patients, families, the public, medical staff and multi-disciplinary teams using verbal, written and computer-based communication. Ability to utilize conflict resolution skills to promote collaboration and effective problem-solving in multi-disciplinary settings.
- **Judgment:** Demonstrated ability to exercise good professional judgment with empathy, tact and integrity when dealing with patients and their families/caregivers. Ability to promote culturally safe, patient focused care by incorporating an understanding of cultural and spiritual beliefs and preferences, patient advocacy and social justice concerns to enhance service provision and decision making.
- **Teamwork:** Demonstrated ability to establish and maintain effective working relationships in a complex, multi-disciplinary environment.
- **Organization:** Demonstrated ability to independently organize work, set objectives, problem-solve and establish priorities in a complex, continuously changing environment. Manages time and resources effectively to consistently complete tasks with accuracy in the interest of ensuring effective and timely delivery of services.

- **Equipment:** Demonstrated ability to operate equipment including computerized systems, Microsoft Office Suite applications and clinical software programs. Ability to operate other related equipment as required in the specific practice area.
- **Physical Ability:** Physical ability to perform the duties of the position.