



Mental Health and Addictions Clinician Job Description

Location: YMCA of Cumberland, Amherst, NS

Program: Integrated Youth Services (IYS)

Position Status: Full-time

Compensation: \$82,000 - \$90,187.50 per year

Reports To: Site Manager of Youth Leadership and Development

There is potential inside all of us – we all have it in us to shine.

Every charity exists to help solve a problem – our charity exists to help solve many problems, from childcare shortages, social isolation, mental health issues, access to wellness, and more. Today, our network is spread across 100+ program locations in HRM and the province, meeting the most urgent needs of our communities in mental health supports, accessible childcare, supporting an increasing immigrant population, safe spaces for youth to grow and lead, helping to navigate a precarious labour market, delivering wellness programming for all, and creating community for isolated older adults.

We give people the tools, encouragement, and safe space to discover their inner strength. When they know someone's in their corner, with unconditional support, they realize they can do more than they thought possible. It's your support, expertise, and guidance that helps people ignite their full potential and shape our neighbourhoods into vibrant and healthy communities.

With us at their side, they can Shine On.

As part of your total compensation:

- Receive a complimentary YMCA membership to our Health & Fitness facilities
- Discounts on YMCA childcare and camp programs
- 3 weeks' Vacation entitlement and paid wellness days
- Comprehensive benefits package and pension
- EFAP Program

About the Role:

Integrated Youth Services (IYS) is a dynamic international and pan-Canadian movement that aims to transform how youth access and receive services for substance use, mental health issues, and other key challenges. Operating within a community-led, partnership-based model, Integrated Youth Services-Nova Scotia (IYS-NS) will offer young people and their caregivers a range of in-person and virtual services, programs, and support, in one convenient location. In doing so, IYS-NS sites will provide a coordinated response that puts youth and caregivers at the center.

Reporting to the Site Manager, the Mental Health & Addictions Clinician ("MHA Clinician") champions the [Pan-Canadian Guiding Principles of IYS](#) and provides clinical direction and leadership for the IYS site staff team. The MHA Clinician provides assessment, crisis intervention, bridge clinical treatment and case management, referrals, and advocacy for youth (ages 12 to 25) who are experiencing challenges related to mental health and addictions.

The Mental Health and Addiction Clinician does not have direct reports per se but provides clinical direction and coordination to all members of the core IYS site staff team.



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CLINICAL SUPERVISION:

Clinical supervision will be provided through regular meetings of the *IYS-NS Clinicians Community of Practice*, comprised of the IYS Clinicians from across the province and the Social Worker, IYS-NS Provincial Leadership Team. Consultant support will be provided by an experienced MHA clinician.

In this role you will:

Embrace a holistic approach to youth well-being, informed by the [Pan-Canadian Guiding Principles of IYS](#), the social determinants of health, and the principles of equity, diversity, inclusion, reconciliation, accessibility, and anti-racism (EDIRAA).

Provide clinical direction and oversight for youth and caregiver services provided by site staff members which includes the following;

- Where required, provide youth ages 12 to 25 with evidence-based bridge clinical treatment, case management, and the coordinated transfer of care to clinical addiction and mental health services.
- Liaise with external clinical treatment providers and, as needed, provide case management for youth who are receiving external clinical services.
- Participate in meetings of the IYS-NS Clinicians' Community of Practice and relevant working groups and committees.
- Collect and enter data (identified in the minimum data set) into the IYS-NS data platform, and use the data to guide care conversations; assist youth in entering data as required.
- On an ongoing basis, work with site staff and management, IYS coalition member organizations, Youth and Caregiver Advisory Committees, Collaborating Service Providers, to ensure that services align with the [Pan-Canadian Guiding Principles of IYS](#).
- Maintain up-to-date knowledge of relevant legislation, policies and protocols regarding addiction and mental health care, and youth/young adults more broadly.
- Take part in IYS planning, development, team-building, research, evaluation, and quality improvement initiatives (locally, provincially and occasionally nationally).
- Take part in regular performance appraisals and employer/IYS-NS training and professional development.
- Act professionally and ethically, following all organizational and IYS-NS policies procedures, applicable legislation and regulations, and professional standards and code(s) of ethics.
- Assist with the reception, welcome, and drop-in functions of the IYS-NS site as needed.
- Other duties as required.

Education and Skills Qualifications:

- Master of Social Work or Clinical Psychology required.
- Registered, or eligible for registration, with relevant professional body required.
- Minimum two (2) years clinical experience working in youth and young adult mental health/addictions/substance use services required; three (3) to five (5) years preferred.
- Well-developed knowledge and skill in the areas of equity, diversity, inclusion, reconciliation, accessibility, and anti-racism (EDIRAA).
- Demonstrated knowledge of, and commitment to, trauma-informed and person-centred care required.
- A high degree of proficiency in mental health and addiction screening and assessment, including suicide risk assessment, required.



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- Demonstrated experience providing clinical therapy using evidence-based assessment and treatment methods, including solution-focused approaches, motivational interviewing, and client engagement strategies required.
- Demonstrated skill in clinical decision-making and collaborative leadership required; previous experience overseeing clinical services preferred.
- Demonstrated ability to work as part of an interdisciplinary team required; previous training and/or experience working in an integrated service delivery model strongly preferred.
- Demonstrated strong verbal and written communication skills required.
- Demonstrated good judgment and high levels of interpersonal sensitivity and diplomacy required.
- Demonstrated ability to take initiative, and to work both independently and collaboratively, required.
- Demonstrated ability to prioritize workload, be flexible in response to changing demands, and ensure effective organization and time management required.
- Demonstrated ability to maintain timely and accurate electronic client records required.
- Proficient in MS Office computer applications and file management, email programs, and conducting online searches.
- Ability to provide services in person, via text & telephone, and virtually (from the IYS site) required.
- Competencies in other language(s) an asset.

To Apply:

Please apply online **by January 23, 2025** at administration@cumberland.ymca.ca

Please note that all successful candidates are required to provide:

- Criminal Record Check, Vulnerable Sector Check, and Child Abuse Registry Check (less than 6 months old), if 18 years of age or older
- Attend all required Child Safeguarding Training and undergo all Child Safeguarding Policy requirements in the assigned timeframes
- Valid First Aid and CPR Certificate (or willingness to obtain within 3 months of employment)
- Proof of Naloxone training within the last 12 months (or willingness to obtain within 3 months of employment)
- Current certification in Non-violent Crisis Intervention (or willingness to obtain within 3 months of employ)

Please note, Background checks are reviewed on an individual basis – offenses, if any, are based on role and Child Safeguarding requirements, and may not eliminate candidates from employment at our YMCA.

At the YMCA, we are committed to fostering a diverse, inclusive, and equitable workplace where every team member feels valued, respected, and empowered to bring their full, authentic selves to work. We believe that a variety of perspectives, backgrounds, and experiences enrich our YMCA, enabling us to better serve our communities and fulfil our YMCA Purpose. As an equal opportunity employer, we welcome applications from individuals of all backgrounds, including Black, Indigenous, People of Colour, racially diverse, 2SLGBTQIA+ individuals, gender-diverse people, people with diverse abilities, members of ethnic minorities and faith groups, foreign-born residents, and veterans to apply.



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If you require accommodation during the hiring process, please inform us in advance to arrange reasonable and appropriate accommodation.

