



Radius Child & Youth Services
PREVENTION • INTERVENTION • RESEARCH

Position Title: **Manager, Clinical Services**
Reports to: **Clinical Director**
Location: **Etobicoke**
Salary: **Competitive**
Start Date: **Immediately**

Position Summary

Under the direction of the Clinical Director, the Manager, Clinical Services-Etobicoke will provide clinical and administrative supervision to a team of skilled clinicians. They will demonstrate clinical leadership in the development and implementation of treatment modalities that reflect both best practices and innovation and collaborate with the clinical management team and community partners to deliver efficient and effective services.

Responsibilities

1) Clinical & People Management

- Oversees clinical efficiency and fidelity; assigns cases and tracks client progress.
- Provides clinical supervision to a team of 8-10 employees. This includes coaching and supporting staff to ensure clinical, departmental, individual and developmental objectives are being met, guiding staff in the creation of client treatment plans, and consulting with staff on problems or issues related to clients.
- Provides regular constructive feedback to staff, and actively leads/contributes to team and peer supervision sessions.
- Provides access to learning resources and guidance to support clinician interactions with clients.
- Supports the hiring and mentoring of a successful and cohesive clinical team.
- Sets clear priorities for staff and is readily accessible.

2) Training & Development

- Identifies staff training needs and ensures development and implementation of programs that address needs, participates in delivering training sessions to meet the needs of staff related to clinical/program needs.
- Develops higher levels of expertise in staff members by encouraging further education, participation in seminars and providing learning opportunities.

3) Administration

- Adhere to and enforce all legislation, policies and procedures affecting clinical practise.
- Ensures that the required client documentation records and all confidential information complies with established policies, procedures and standards.
- Review monthly EMHware reports with staff.
- Supporting the Accreditation program which includes the creation of clinical policies and protocols and has a commitment to quality improvement initiatives.

- Manage time off requests and scheduling for staff.
- Conduct objective and constructive performance discussions with staff to support their growth and development.
- Manages within budget for clinical group including reviewing and approving expense reports.
- Leading special projects as assigned.
- Participating in community planning tables and groups as required

Required Education & Experience

- A Masters Level Degree (or equivalent) from an accredited university of recognized standing in a related discipline.
- Must be registered and in good standing with a professional regulatory college in accordance with the Controlled Act of Psychotherapy.
- Recent (5-10+) years relevant clinical experience working with the client populations served by Radius.
- Prior experience in a role where responsible for teaching, mentoring, and coaching staff
- Must have 3+ years of experience directly managing a clinical team.
- Bilingualism (French/English) is an asset.

Knowledge, Skills and Core Competencies

- Considerable understanding of related/applicable legal and legislative procedures (CFSA, PHIPA, YCJA, etc.).
- Demonstrated creative, analytical skills to develop programs and service delivery strategies.
- Strong, demonstrated ability to function within a multidisciplinary team, with particular skill in staff relations.
- Sound knowledge of diversity/cultural issues and community resourcing;
- Possess current knowledge regarding the recognition and response to vicarious trauma
- Knowledge of Human Resources Policies and Procedures, Collective Agreements would be an asset.
- Highly developed program evaluation and planning skills.
- Advanced verbal and written communication skills.
- Self-starter and able to work independently.
- Extensive computer skills.
- Excellent organizational skills

Radius Child and Youth Services is committed to accommodating applicants with disabilities throughout the hiring process, in accordance with the Accessibility for Ontarians with Disabilities Act (AODA). We will work with applicants requesting accommodation at any stage of the hiring process. This document is available in alternate format(s) upon request.

Please note that all successful candidates must provide a satisfactory vulnerable sector police records check prior to the commencement of employment. Radius Child and Youth Services appreciates all applications; however, only those selected for an interview will be contacted.

Application must be received by 5:00 p.m. on June 18th, 2021 including a cover letter and resume by e-mail to: apurvis@radiuschild-youthservices.ca