

Clinical Psychologist

Permanent, Part-time (0.6 FTE/days per week)

The City of Kawartha Lakes Family Health Team (CKLFHT) provides team-based primary health care, including chronic disease management, health promotion and disease prevention, to approximately 37,000 patients through an interprofessional care team of 42 staff and 25 physicians. CKLFHT serves its community through clinics in Lindsay, Bobcaygeon, Fenelon Falls, Little Britain, Omemee, and Woodville.

CKLFHT supports diversity and is a workplace free from harassment and discrimination. We encourage applications from all qualified candidates, including women, visible minorities, Indigenous peoples, 2SLGBTQ+, and persons living with a disability. The CKLFHT is committed to improving access and opportunities for individuals living with disabilities. If you require a specific accommodation please call 705-328-9853, ext. 249 or fax: 705-328-9401 noting **Accessibility Inquiry** in the subject line.

CKLFHT understands the primacy of behavioural health and the intersection of medical and psychosocial needs that is prevalent in our society today.

Our FHT is currently seeking a Psychologist to join its growing mental health team of health care professionals. The psychologist is a key part of the patient care circle and should be comfortable working to their full scope of practice. The Psychologist will function in close collaboration with the FHT's interprofessional care team, in particular with physicians, nurse practitioners and social workers. As a vital member of the patient focused team, the Psychologist will provide clinical services in conjunction with all health care services to children and adults. The role includes both the provision of direct patient care as well as assisting in the development of the programs, resources and the creation of linkages within the CKLFHT and the community.

We rely on comprehensive psychological assessments that help identify and diagnose various mental health issues and illnesses, which help guide appropriate treatment, and lessen issues that can cause a relapse.

In addition to comprehensive psychological assessments, the psychologist will also provide evidenced-based psychotherapies to provide ways to help people face fears, deal with anxiety, or add structure to their day if they are working to address depression or manage negative and challenging thoughts.

Accountability:

The Psychologist must be an active member of the College of Psychologists of Ontario, and practice within the scope and according to the standards of practice as outlined by:

- Ontario College of Psychologists *Standards of Practice*
- Ontario Regulated Health Professionals Act (1991)
- Psychology Act, 1991 (which includes the Professional Misconduct Regulation)
- Standards of Professional Conduct, 2017

DUTIES AND RESPONSIBILITIES:

Assessment

- Screens, prioritizes and processes client referrals from family physicians and CKLFHT staff.
- Performs evaluation, diagnosis and assessment of the functioning of individuals and groups related to mental disorders, as well as wellness and mental health.
- Reviews patient clinical information obtained through physician or nurse practitioner referral, laboratory reports and health records.
- In a supportive, non-judgmental environment, conducts comprehensive client assessments using assessment instruments, client self-assessment, family assessment and interdisciplinary reports.

Planning

- In collaboration with physicians and nurse practitioners, the psychologist develops and discusses appropriate individualized care plan with the client and/or family based on best practices.

Reviews current literature/resources to support preparation of programs, education materials and tools.

Implementation

- Works in collaboration with CKLFHT's interprofessional care team to safely and effectively provide appropriate diagnosis, assessment and interventions for patient/clients.
- Provides counselling for the treatment of individual, marital and family relationship problems.
- Provides treatment of addiction and substance use and abuse.
- Provides appropriate support and interventions for pain management.
- Provides support to the management of psychological factors and problems associated with physical conditions and disease, terminal and chronic illnesses.
- Assists with stress, anger, and other aspects of lifestyle management.
- Provides treatment of problems associated with cognitive functioning.
- Ensures appropriate continuity of care within an identified circle of care, facilitating communication with the client, family physicians, family members and other interdisciplinary and interprofessional health team members.
- Facilitates group sessions using the principles of adult learning and best practices.
- Documents using the Telus Practice Solutions EMR, meeting professional and CKLFHT standards.
- Refers to community/hospital resources and services, arranges follow-up as necessary.

Reporting

- Prepares statistical reports for the CKLFHT and for the Ministry of Health and Long-Term Care, as required.

Evaluation

- Monitors and evaluates client progress by reviewing clinical, behavioural and coping outcomes and revises care plan as indicated.
- Identifies key performance indicators for FHT Psychological Services and participates in the measurement of these indicators.
- Participates in workload measurement, evaluates results to identify trends in client needs.

Team Development

- Works effectively within an interprofessional care team, in varied practice settings, to improve access to primary health care for the residents of City of Kawartha Lakes.
- Provides case study, psychosocial health consultation, conducts in-services and workshops for team members, other health professionals and community partners.
- Actively participates in staff, team and committee meetings as appropriate.
- Provides consultation as requested to community groups, partners and team members.
- Participates in the development, planning, promotion and evaluation of treatment, education, counselling and health promotion activities of the FHT.

Professional Development

- Maintains and develops professional competence through ongoing professional development through the CKLFHT.
- Fully participates in the Quality Assurance Program of the Ontario College of Psychologists.
- Stays current and aware of opportunities to implement new, evidenced-based methods of client assessment and treatment.
- Participates in self-directed learning to ensure that practice remains relevant by attending professional conferences, e-learning and journal reviews.
- Participates in clinical projects/studies as required.

Communication

- Communicates effectively with CKLFHT Board, staff and physicians to create a cohesive team and seamless services to the community.
- Communicates effectively with all clients, families, peers, other health care professionals and community partners.

Related Duties

- Models the values and philosophy of the CKLFHT.
- Exhibits a commitment to life-long learning.
- Maintains confidentiality of team, personnel and client information.
- Facilitates appropriate in-house and external education sessions.
- Assists with planning and attend special events.
- Performs other associated duties as required.

EDUCATION / EXPERIENCE:

- Current registration with the College of Psychologists of Ontario.
- Professional liability insurance.
- Skilled evaluation, diagnosis and assessment skills of mental health disorders of children and adults.
- Group and educational interventional skills.
- Experience in treatment of individual, marital, and family relationship problems.
- Effective verbal and written communication skills.
- Advanced decision making, problem identification and problem-solving skills.
- Strong organization and time management skills.
- The ability to work as part of a team in a rapidly changing environment.
- Basic CPR certification.
- Current Ontario Drivers' License.
- Demonstrated 3 years' experience counselling individuals, families and groups or equivalent combination of experience and education.

SKILLS / ABILITIES:

- Knowledge and proficiency in current, evidenced-based methods and practices of mental health care delivery.
- Superior leadership, organization, research, evaluation, time management, communication and interpersonal skills.
- Proficiency in the use of the computer hardware and software, particularly in Microsoft Word, Excel, Outlook.
- Desire and ability to update knowledge and skills through various means including technology-based opportunities, courses, workshops and conferences.
- Multi-tasking skills related to the delivery of efficient primary care including the ability to share information and teach while caring for a patient.
- Exhibit an ability to be open and non-judgemental.
- Knowledge of the goals and structure of the organization, the policies and procedures and the programmes.
- Excellent verbal and written communication skills.
- Excellent interpersonal skills and ability to work effectively with clients, staff, physicians and community partners.
- Ability to work independently and use initiative and good judgement when performing duties.

REPORTING RELATIONSHIPS:

Overall, the Psychologist directly reports to the Executive Director. In clinical matters, the psychologist collaborates with physicians and other FHT staff, including the sessional psychiatrists to provide the most efficient, appropriate primary care to a client of the FHT. The Psychologist collaborates with other community health partners to deliver appropriate services and programs to the community.

ADDITIONAL REQUIREMENTS:

- Subject to a satisfactory Criminal Records Check with Vulnerable Sector screening
- Have received at minimum two valid doses of Covid19 vaccination and are able to provide proof of such
- Possess a valid driver's license, have regular access to a vehicle and be able to travel within the community
- Be legally entitled to work in Canada

Salary range: \$120,010 - \$148,583 (salary would be pro-rated to 0.6 FTE/3 days per week)

How to Apply: Qualified applicants should forward their cover letter and resume to:

Kimberlee Smith, CHRL
Human Resources Manager
City of Kawartha Lakes Family Health Team,
55 Angeline St. North, Lindsay, Ontario, K9V 5B7
Fax: 705-328-9401 E-mail: k.smith@cklfamilyhealthteam.com

Deadline for applications: Friday, July 8, 2022

To review a copy of this job ad, you may also visit our website at www.cklfamilyhealthteam.com/careers/

We thank all applicants for their interest in our Family Health Team, however only those candidates selected to proceed to next steps in the recruitment process will be contacted.