



ADDICTIONS AND MENTAL HEALTH SERVICES  
HASTINGS PRINCE EDWARD

**Internal/External Job Posting**

<b>Position:</b>	Clinical Practice Lead	<b>Job Status:</b>	Permanent Full-Time
<b>Required Shifts:</b>	Days	<b>Reports to:</b>	Clinical Directors
<b>Hours of Work:</b>	1.0 FTE (35 hours weekly)	<b>Hourly Rate:</b>	Pay Band NU 9
<b>Location:</b>	Belleville	<b>Union/Non-union:</b>	Non-Union
<b>Date Posted:</b>	September 20, 2022	<b>Closing Date:</b>	OPEN UNTIL FILLED

**Position Summary:**

Reporting to the Clinical Directors, the Clinical Practice Lead (CPL) functions as a member of the Leadership team and will act as a consultant, and resource to clinical staff and program Leadership with respect to professional practice and privacy, to promote person-centered care within an interprofessional practice environment. The CPL supports the application, implementation, and maintenance of clinical standards within a program-based structure and monitors professional scope and the supervision of college standards of practice across the organization, including the application of clinical standards when it comes to agency accreditation. The CPL will also provide direct clinical supervision and performance management to agency's regulated professionals delivering psychotherapeutic services and modalities and help to oversee the integrated partnership of Ontario Structured Psychotherapy services being delivered out of AMHS-HPE sites.

The Clinical Practice Lead liaises with educational facilities, professional associations, regulatory colleges, and other appropriate groups to help inform clinical processes that promote excellence in professional practice. Additionally, the CPL will directly manage the administration and delivery of any CMHA Ontario provincial partnership programs and initiatives that the agency chooses to participate in as well as other community programs as assigned.

Acting as a strong leader and exemplary role model, the incumbent contributes to the achievement of the mission, vision, and values of Addiction Mental Health Services – Hastings Prince Edward (AMHS-HPE) through living the values at every opportunity and through facilitating the development and sharing of clinical knowledge throughout the organization.

**Minimum Qualifications & Experience:**

- Master's Degree in Clinical Counselling, Social Work, Occupational Therapy, Nursing, or other applicable area of study which includes training and education central to the practice of psychotherapy
- Active, unrestricted license to practice with the respective regulatory College
- Be registered as such and meet all criteria as a clinical supervisor with the College of Registered Psychotherapists or otherwise as required to provide clinical supervision for all modalities offered by the organization
- Five (5) years of recent related experience including progressive professional practice, education, research, and leadership experience
- Bilingual in French and English language, preferred
- Experience with interprofessional processes in the delivery of person-centered, including recovery-oriented, care
- Experience working in a multidisciplinary team setting
- Experience and familiarity with professional standards of practice and with applicable legislation including, but not limited, Regulated Health Professions Act, Mental Health Act, Personal Health Information Protection Act, and profession-specific acts
- Demonstrated ability to prioritize clinical and non-clinical work effectively, manage a full workload and meet deadlines in a busy environment with frequent interruptions
- Demonstrated commitment to continuous quality improvement, excellence, and best practice, in all aspects of the profession including clinical practice, education, leadership and research
- Demonstrated ability to positively influence professional practice and clinical education internally and externally
- Demonstrated accountability for adhering to applicable legislation, regulations, and policies and procedures
- Demonstrated understanding of current and emerging methodologies/systems/frameworks particular to area of service
- Demonstrated excellence in interpersonal, written, and verbal communication skills including the ability to demonstrate tact and diplomacy with diverse groups of stakeholders
- Demonstrated effective presentation skills including the ability to present and discuss complex information in a way that establishes rapport, persuades others and gains understanding
- Demonstrated ability to lead and positively influence individuals and teams within a large organization and in the context of major change, toward a vision while maintaining group cohesiveness, motivation,



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commitment, and effectiveness

- Demonstrated ability to establish courses of action for self and others to achieve optimal outcomes/results
- Demonstrated commitment to continued learning and effectiveness in promoting the value of learning and acquiring new information and skills to staff
- Demonstrated effectiveness with coaching and mentoring staff to achieve desired professional practice outcomes
- Demonstrated effectiveness in identifying and analyzing situations and problems, finding viable solutions with consideration to total systems and strategies
- Demonstrated effective management of resources consistent with organizational, department and team goals
- Demonstrated effectiveness promoting compliance with professional and ethical practices, accreditation standards, and applicable legislation
- Demonstrated commitment to the Mission, Vision, Values, and strategic directions of AMHS-HPE
- Demonstrated professional work ethic and behaviors in interaction with internal and external stakeholders
- Demonstrated effectiveness as a team member through collaboration respect and effective communication
- Demonstrated understanding and commitment to health and safety policies, procedures, and applicable legislation
- Intermediate level proficiency using word processing and spreadsheet applications, Microsoft Windows Office Suite of products (including Outlook, Word, and Excel, PowerPoint), for the development of course outlines, proposals, presentations, etc.
- Must possess a valid Ontario Driver's License, have regular access to a reliable vehicle and provide proof of adequate vehicle insurance
- Required to provide a satisfactory criminal reference check (CRC) prior to hire

*Please note: Duties and responsibilities are subject to change in the future.*

**Applications: Please submit a resume and cover letter quoting competition number 2022-72 to [amhs.careers@amhs-hpe.ca](mailto:amhs.careers@amhs-hpe.ca).**

**We thank all applicants for their interest, however only those selected to move forward in the recruitment process will be contacted.**

We are committed to inclusive, barrier-free recruitment processes and work environments. If contacted, please advise us in a timely fashion of any accommodation assistance you require to be assessed in a fair and equitable manner. Information received relating to accommodation measures will be addressed confidentially.