

Internal/External Job Posting

Position:	IMPACT Co-Response Worker	Job Status:	Permanent Full Time
Required Shifts:	Days, evenings, and weekends	Reports to:	Program Manager
Hours of Work:	1.0 FTE (70 hours bi-weekly)	Hourly Rate:	Union Band 8 (\$34.42 – 39.49)
Location:	Float	Union/Non-union:	Union
Date Posted:	February 15, 2024	Closing Date:	February 23, 2024, at 4:30PM

*Please note: The Float IMPACT Co-Response Worker may work in all locations as necessary to meet program requirements.*

Position Summary:

Working as part of a larger multidisciplinary team, the IMPACT Co-Response Worker (ICW), under the general guidance of the IMPACT Program Manager, will provide mobile addiction and mental health (AMH) co-response, intervention, support, and services in a community setting in partnership with local police Services. This position will be embedded in area police service locations as an addiction and mental health resource. The ICW will assist with AMH calls for service when deemed safe and appropriate to do so. The ICW will act as a contact point person for the police services in which they are located and also liaise with the AMH and broader health system as needed (ex. Crisis Intervention services, primary care). This position will work closely with either the IMPACT Transitional Worker(s) (ITW) for unattached individuals, or other AMH staff to facilitate engagement, service navigation, referrals, coping strategies, supportive counselling, harm reduction and relapse prevention planning, crisis and safety planning, follow-up, and communication. When not responding directly to calls for service, the ICW will partner with officers to provide active AMH outreach/ prevention in the community to promote service engagement and to provide resources and information.

The incumbent will be required to spend time in-office as well as within police service locations, the community, and local hospital(s). In addition to outreach provision, this position may entail participation on situation tables and delivering community presentations. The ICW will travel between CMHA HPE and police service locations as necessary.

Minimum Qualifications & Experience:

- Post secondary degree from a recognized university (Registered professional preferred ex. MSW, BSW, Psych Nurse); an acceptable combination of education and related work experience in mental health, addictions, psychiatry, crisis service delivery or equivalent may be considered.
- Wide range of crisis intervention experience, risk assessments and interventions that include hospital based psychiatric services, emergency departments experience and community mental health services and system navigation.
- Minimum three to five years relevant/recent experience directly related to the provision of mental health and/or addictions services required.
- CPI, and ASIST training an asset.
- EMR experience, EMHware experience preferred.
- Sound and broadly-based knowledge and treatment experience gained through extensive experience providing clinical services to individuals with addictions and/or mental health issues.
- In-depth knowledge of mental health/illness and substance use.
- Well-developed mental health and/or addictions assessment skills.
- Ability to maintain professionalism and communicate effectively, particularly when there is emotional content.
- Ability/willingness to deal with numerous competing demands in a fast-paced environment with police services, while observing deadlines.
- Ability to prioritize needs.
- Exemplary verbal and written communication skills are necessary for effective coordination of services and for community liaison responsibilities.
- Excellent interpersonal, communication, critical thinking, and problem-solving skills.
- Demonstrated organization skills and continual effective/efficient practice of such.
- Thorough knowledge and understanding of community mental health service needs of clients and the availability of other community based mental health programs, agencies, and resources.
- Well-developed presentation skills to present assessment information and provide effective information sessions to referral sources and reports regarding the team’s activities in various forums.
- Well-developed clinical and group leadership skills in order to assist in the planning, coordinating, and evaluating of services, participation in the development of systems to collect information for program planning and to provide input for strategic planning purposes.



- Ability to travel between agency work sites and to community meetings
- Well-developed computer skills in the use of database, word processing, spreadsheet, and communication applications; MS Office preferred.
- Must possess a valid Ontario Driver's License, have regular access to a reliable vehicle and provide proof of adequate vehicle insurance.
- Ability to establish and show evidence of safe and secure remote working conditions (home) in adherence with the agency's Remote Work Policy (32.0) in order to work remotely.
- Required to provide a satisfactory criminal reference with vulnerable sector check prior to hire as well as OPP security clearance.

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

**Applications: Please submit a resume and cover letter quoting competition number 2024-010 to [careers@cmhahpe.ca](mailto:careers@cmhahpe.ca) prior to the closing date of February 23, 2024, at 4:30PM.**

*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.*