



P.O. BOX 5000

OHSWEKEN, ONTARIO

N0A 1M0

SOCIAL WORKER 177-18
FAMILY HEALTH TEAM, HEALTH SERVICES
(Full-Time)

Applications will be received by Grand River Employment & Training (GREAT) and Six Nations Elected Council up until 4:00 p.m. EST, Wednesday, **November 14, 2018**, for the Registered Social Worker with Family Health Team, Health Services Department. The Six Nations Elected Council Application for Employment Form, Job Posting and Job Description are available for printing from the www.greatsn.com website. Online applications accepted through recruitment@sixnations.ca. **NO LATE APPLICATIONS ACCEPTED.**

JOB SUMMARY: Reports to and works under the direction and supervision of the Family Health Team Administrative Director, Six Nations Health Services, which includes matters pertaining to the policies and procedures of Six Nations Health Services and Six Nations Elected Council. The Registered Social Worker role functions autonomously and collaboratively with clients of the Family Health Team and the inter-professional team to support the vision, mission and core values of Six Nations Health Services to ensure organization accountability and client-centered care. The Social Worker shall provide assessment, ongoing psychotherapy, counselling and case management of biopsychosocial aspects of health and wellbeing for identified clients of the Six Nations Family Health Team. Working in collaboration with an inter-professional healthcare provider team, the Social Worker assists in mental health, substance use disorders, health promotion, disease prevention, chronic disease management and persistent pain management across a client's lifespan within the policies and procedures established by Six Nations Elected Council.

Type	Full Time
Closing Date	November 14, 2018
Hours of Work	Subject to unscheduled hours
Wage	To Be Determined

BASIC QUALIFICATIONS:

- Master of Social Work (preferred) and registered in good standing with the Ontario College of Social Workers and Social Service Workers **OR**;
- Bachelors' Degree in Social Work and registered in good standing with the Ontario College of Social Workers and Social Service Workers **AND**;
- Minimum three–four (3-4) years of Clinical Social Work practice, psychotherapy/ counselling experience, preferably in a primary care setting and/ or health care setting with inter-professional teams;
- Strong knowledge of the Six Nations community and the importance of culture as foundation;
- Demonstrated knowledge of direct practice experience working from Social Work Systems Theory, Anti-oppressive Practice, Trauma-informed Care and Cultural Safety with Indigenous populations;
- Evidence of Certification in one or more of the following evidence-based psychotherapy approaches; Cognitive Behavioral Therapy, Mindfulness-based Therapy, Compassion Focused Therapy, Interpersonal Therapy, Dialectical Behavioral Therapy, Cognitive Processing Therapy, Acceptance and Commitment Therapy, SMART Recovery, EMDR;
- Demonstrated knowledge of working with clients experiencing symptoms of low mood, depression, anxiety disorders, post-traumatic stress disorder, grief, persistent pain, addictions, concurrent disorders and adjustment issues;
- Evidence of ongoing professional development and continuing education;
- High level of computer competence with Microsoft Office, MS Word, Excel, Power Point and Outlook;
- Experience using an electronic medical record for client documentation;
- Valid Ontario Driver's License and access to an insured vehicle to attend off-site responsibilities;
- Strong leadership, high degree of initiative, self-direction and time management skills;
- Flexibility and adaptability in a dynamic and demanding work environment;
- Member in good standing with the Ontario Psychiatry Association is applicable.

SUBMISSION PROCEDURE: (Choose one method ONLY):

Six Nations Elected Council is an equal opportunity employer and will seek to accommodate the needs of individuals with disabilities in a manner that most respects their dignity. All candidates are encouraged to apply. Applicants from Six Nations and other First Nations will be given preference to deliver programs and services in a First Nations community. Based on the need to provide qualified professional services, only those applicants meeting the minimum requirements will be invited for an interview.

Method #1: Mailed or Hand Delivered – Applications must include all of the following:

1. Printed, filled in and authorized Six Nations Elected Council Application for Employment Form.
2. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualifies you for this position.
3. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
4. Photocopy of your education diploma/degree/certificate and transcript.
5. Place all documents listed above in a sealed envelope and mail to or drop off at:

Social Worker – Full Time – 177-18
c/o Reception Desk
Grand River Employment & Training (GREAT)
P.O. Box 69, 16 Sunrise Court
Ohsweken, Ontario N0A 1M0

Method #2: Email – Applications must include all of the following:

Please ensure that the SUBJECT LINE of your email states:

Social Worker – Full Time – 177-18

1. Printed, filled in and authorized Six Nations Elected Council Application for Employment Form.
2. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualifies you for this position.
3. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
4. Copy of your education diploma/degree/certificate and transcript.
5. Email all documents (in a .doc or .pdf file) listed above to recruitment@sixnations.ca.



POSITION DESCRIPTION – HEALTH SERVICES

POSITION TITLE: Family Health Team Registered Social Worker

REPORTING RELATIONSHIP:

Reports to and works under the direction and supervision of the Family Health Team Administrative Director, Six Nations Health Services, which includes matters pertaining to the policies and procedures of Six Nations Health Services and Six Nations Elected Council.

PURPOSE AND SCOPE OF THE POSITION:

This role functions autonomously and collaboratively with clients of the Family Health Team and the inter-professional team to support the vision, mission and core values of Six Nations Health Services to ensure organization accountability and client-centered care.

To provide assessment, ongoing psychotherapy, counselling and case management of biopsychosocial aspects of health and wellbeing for identified clients of the Six Nations Family Health Team.

Working in collaboration with an inter-professional healthcare provider team, the social worker assists in mental health, substance use disorders, health promotion, disease prevention, chronic disease management and persistent pain management across a client's lifespan.

KEY DUTIES & RESPONSIBILITIES:

1. Technical Functions:

- Practices from the Six Nations Health Services Hodi:noshoni Wellness Model providing comprehensive care in a culturally safe manner and incorporates culture as foundation to promote wellbeing.
- Practices using evidence based methods and the practice of social work in primary care settings with an emphasis on mental health and substance use disorders, health promotion, chronic disease management and harm reduction through a trauma-informed lens.
- Responsible for the development, implementation, monitoring and evaluation of social work programs to meet the complex needs of the Six Nations Family Health Team client population and wider Six Nations community
- Responsible for the delivery of efficient clinical services by making clinical decisions and exercising judgement to ensure best possible care is provided based on current best practices and practice based evidence.

- Effectively uses the social work standards of practice established by the Ontario College of Social Workers and Social Service Workers and the psychotherapy process in assessing, planning, implementing and evaluating the care of clients.
- Effectively triages and manages a social work caseload drawing on strong case management skills.
- Completes psychosocial assessments screening for risk, assessing using appropriate tools and clinical interviewing skills, determining the need and eligibility for services; identifying strengths and coping capacities; assessing information network of support.
- Provides psychotherapy and counselling with individuals, couples, families and groups using evidence-based therapeutic interventions, such as but not limited to Cognitive Behavioural Therapy, Motivational Interviewing, Mindfulness-Based Therapy, Compassion Focused Therapy, Dialectical Behavioural Therapy, Interpersonal Therapy, Acceptance and Commitment Therapy.
- Crisis intervention, risk management and life promotion.
- Provides client, family and community education to facilitate the understanding of social and mental health aspects of wellbeing; supporting individuals' self-management skills and awareness raising.
- Is knowledgeable of the community, the resource and services available and promotes awareness of other services and programs especially in the areas of crisis services, mental health and addictions, home and community care and facilitates referrals as appropriate.
- Has working knowledge of the Personal Health Information Protection Act, Health Care Consent Act, Mental Health Act, Substitute Decisions Act, Child and Family Services Act, Access for Ontarians with Disabilities Act, Regulated Health Professionals Act, Ontario Psychotherapy Act and other relevant health care legislation.
- Provides field supervision to Social Work students within the standards of the Ontario College of Social Workers and Social Service Workers.
- Maintains continuing education and professional competencies as defined by the Ontario College of Social Workers and Social Service Workers to enhance professional knowledge and growth.
- Maintains professional liability insurance.

2. Communication Functions:

- Adheres to the Health Care Consent Act and educates clients on the Ontario Patient Bill of Rights and how they can assert their rights as needed.
- Operates with the highest level of confidentiality and discretion in the workplace and within the community as required and permitted by law.
- Participates in staff, team and committee meetings or task groups for program planning, development, evaluation and continuous quality improvement.
- Liaises with other providers in the circle of care to provide the best and most comprehensive care possible for clients.

- Represents Six Nations Health Services on provincial and federal health initiatives related to the scope of the position; communicates progress and results back to the Administrative Director of the Family Health Team.

3. Administrative Functions:

- Prepares annual work plans and monthly reports regarding work plan activities.
- Provides quarterly statistical data reports on client care including program and department indicators.
- Compiles expense reports as necessary regarding items such as mileage, training activities, materials for group work, psychotherapy and health promotion.
- Completes timely and accurate client care documentation in the electronic medical record according to Six Nations Health Services policies and procedures as well as standards established by the Ontario College of Social Workers and Social Service Workers.
- Participates actively in annual strategic planning for the Six Nations Family Health Team.

4. Other Functions:

- Performs other job related duties as may reasonably be required by the Administrative Director of the Family Health Team.
- Provides support to the Six Nations Emergency Measures Plan by ensuring awareness of the Emergency Measures Plan and assistance as instructed by the Director of Health Services.
- It is the responsibility of the employee to be aware of and adhere to all policies and procedures, including those that relate to client safety, staff safety and risk management.

WORKING CONDITIONS:

- Work has a high public profile, extensive public contact and is subject to deadlines and interruptions.
- Work may at times be subject to unscheduled hours and out of office sessions.
- Work involves providing services to Indigenous community members, thus cultural safety, trauma-informed care and a deep understanding of the social determinants of health related to Indigenous populations in Canada, specifically to the Six Nations community is necessary.

WORKING RELATIONSHIPS:

With the Family Health Team Administrative Director

Receives direction, guidance, encouragement; discusses plans and priorities.

With Other Staff

Liaises, promotes cooperate and teamwork with all staff.

With External Agencies

Represents and promotes Six Nations interests relative to the Health Services; seeks to develop close working relationships.

With the Public

Represents and promotes the health service interests of Six Nations; works in a courteous, cooperative, positive and proactive manner, provides information as requested.

KNOWLEDGE AND SKILLS:**Minimum Requirements:**

- Master of Social Work (preferred) and registered in good standing with the Ontario College of Social Workers and Social Service Workers
OR
- Bachelor's Degree in Social Work and registered in good standing with the Ontario College of Social Workers and Social Service Workers
AND
- Minimum 3-4 years of clinical social work practice, psychotherapy/counselling experience, preferably in a primary care setting and/or health care setting with inter-professional teams

- Strong knowledge of the Six Nations community and the importance of culture as foundation.
- Demonstrated knowledge of direct practice experience working from Social Work Systems Theory, Anti-oppressive Practice, Trauma-informed Care and Cultural Safety with Indigenous populations.
- Evidence of certification in one of more of the following evidence-based psychotherapy approaches: Cognitive Behavioural Therapy, Mindfulness-based Therapy, Compassion Focused Therapy, Interpersonal Therapy, Dialectical Behavioural Therapy, Cognitive Processing Therapy, Acceptance and Commitment Therapy, SMART Recovery, EMDR.
- Demonstrated knowledge of working with clients experiencing symptoms of low mood, depression, anxiety disorders, post-traumatic stress disorder, grief, persistent pain, addictions, concurrent disorders and adjustment issues.
- Evidence of ongoing professional development and continuing education.
- High level of computer competence with Microsoft Office, MS Word, Excel, PowerPoint and Outlook.
- Experience using an electronic medical record for client documentation.
- Valid Ontario driver's license and access to an insured vehicle to attend off-site responsibilities.

Other Related Skills:

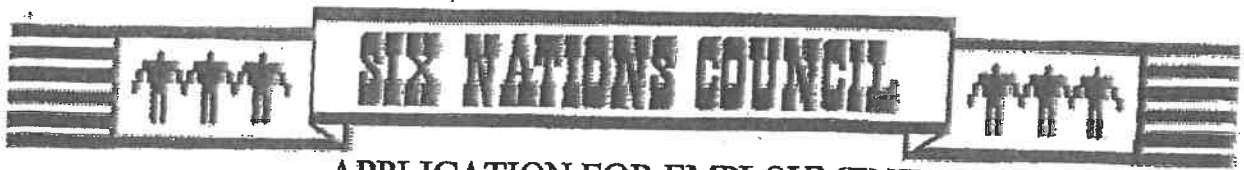
- Strong leadership, high degree of initiative, self-direction and time management skills.
- Flexibility and adaptability in a dynamic and demanding work environment.
- Member in good standing with the Ontario Psychiatry Association is applicable.

IMPACT OF ERROR:

Errors in judgment and in the conduct of duties could lead to loss credibility, poor public relation, confusion, duplication of effort and misinformation being given to the Director of Health Services, Human Service Committee, Six Nations Elected Council, Government Agencies and the public.

CONTROL:

Guiding principles set by Health Services Department and Six Nations Elected Council. Works within the administrative.



APPLICATION FOR EMPLOYMENT
With the Six Nations Council

PART I GENERAL INFORMATION

Application for: (Job Title)			Closing Date:		
Name of Applicant:	First Name	Initial	Last Name	Band & Number(if applicable)	
Mailing Address (R.R.#, Blue # & Address)			Home Phone.	Alternate Phone No.	
City or Town or Village	Province	Postal Code		Email Address	
<p><i>Six Nations Elected Council is an equal opportunity employer and will seek to accommodate the needs of individuals with disabilities in a manner that most respects their dignity. All candidates are encouraged to apply; applicants from Six Nations and other First Nations will be given preference to deliver programs and services in a First Nations Community. Based on the need to provide qualified professional services only those applicants meeting the minimum requirements will be invited for an interview.</i></p>					
Do you have specific needs to be accommodated? If so, in what manner?	Do you have the valid required license(s)?	Do you have a valid First Aid/CPR Certificate?		Have you had WHMIS Training?	
	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No		<input type="checkbox"/> Yes <input type="checkbox"/> No	
If you have previously worked for Six Nations Council, please answer the following:					
Length of time worked _____ Months _____ Year(s) Dates Employed: _____					
Reason for Leaving _____					
Permission for GREAT to keep a copy of application to assist in seeking/obtaining employment.					
<input type="checkbox"/> Yes <input type="checkbox"/> No					
Have you ever been convicted of a criminal offence for which a pardon has not been granted? <input type="checkbox"/> Yes <input type="checkbox"/> No					
Do you wish to work <input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Temporary/Casual					
Some positions may require a medical examination as it pertains to the position and will be requested if you are the successful candidate. Would this present a problem for you? <input type="checkbox"/> Yes <input type="checkbox"/> No					

PART II EDUCATION

Year Last Attended	Secondary School					College or University					Graduate or Professional					
	9	10	11	12	13	1	2	3	4	5	1	2	3	4	5	
Level Completed																
Certificates, Diplomas, Degrees obtained																
Course of Study Taken																
List any specialized Training, Apprenticeship Skills, Awards, Professional Designations, and other Education																

PART III WORK HISTORY**I Present or Last Employer**

Address:

Type of Business:

Telephone Number:

Your Job Title:

Period Employed:

Name & Title of Immediate Supervisor:

Your reason for Leaving:

Briefly describe your Duties & Responsibilities:

II Previous Employer

Address:

Type of Business:

Telephone:

Your Job Title:

Period Employed:

Name & Title of Immediate Supervisor:

Your reason for Leaving:

Briefly describe your Duties & Responsibilities:

III Previous Employer:

Address:

Type of Business:

Telephone Number:

Your Job Title:

Period Employed:

Name & Title of Immediate Supervisor:

Your reason for Leaving:

Briefly describe your Duties & Responsibilities:

We will be contacting your present and any previous employers listed for a reference check. Besides your Immediate Supervisor who else should we ask to speak with? (List name, job title & phone number)

1. _____
2. _____

****PLEASE READ CAREFULLY****

YOU ARE REQUIRED TO PROVIDE PROOF OF YOUR EDUCATIONAL QUALIFICATIONS AS IT PERTAINS TO THE JOB DESCRIPTION. PLEASE ATTACH A COPY OF YOUR DIPLOMA, DEGREE, CERTIFICATE OR TRANSCRIPT WITH YOUR COVERING LETTER, RESUME AND APPLICATION FORM

By signing this application you are consenting for this employer to contact your previous employers for references.

Authorization:

I have completed this application to the best of my ability and the foregoing statements are correct to the best of my knowledge. I do understand that any misrepresentation may disqualify me from employment or be cause for dismissal. If I am hired, I shall abide by all policies and procedures of the Six Nations Council which includes serving an initial probationary period.

 Applicant's Signature

 Date