



Red Lake Margaret Cochenour
MEMORIAL HOSPITAL

Our Vision: Working together towards excellence in Northern Healthcare.

Our Mission: Compassionate, quality care – every patient, every time.

Our Values: Keeping Our Word, Working Together, Being Inclusive, Speaking Up For Our Patients and Community.

We acknowledge that our foundation and the spaces in which we live and maintain are on the lands of the Anishinaapek of Red Lake; the traditional lands of Lac Seul and Wabauskang First Nations and Treaty 3 Territory. As we are all Treaty people, we will continue to cherish the reciprocity of all our relationships on these sacred Lands and Waters.

JOB POSTING: Crisis Worker, Community Counselling & Addiction Services

Position: Permanent Full-time (35 hours per week).

Start Date: ASAP

Hours: Monday through Friday from 10am-6pm

Compensation: \$39.07 to \$43.85 per hour. Comprehensive benefits package including HOOPP pension, disability insurance, health/dental. Four weeks of vacation to start plus 5 paid personal days. Relocation assistance is available, as well as interim housing to help facilitate a smooth transition.

Summary:

Community Counselling and Addiction Services (CCAS) is a community-based, non-profit organization that is sponsored by the Red Lake Margaret Cochenour Memorial Hospital and funded by Ontario Health North and the Government of Ontario. The Crisis Worker is based out of the Red Lake OPP Detachment, and works in conjunction with the OPP, to provide assistance to individuals experiencing crisis.

Position Responsibilities:

- Conduct thorough assessments of clients' crisis situations, including mental health status, safety risks, and immediate needs.
- Develop and implement crisis intervention plans, providing appropriate resources and referrals to support clients in crisis.
- Participate in conducting wellness checks with OPP.
- Collaborate with clients, families, and other professionals to create comprehensive crisis management plans tailored to individual needs.
- Provide crisis counselling and emotional support to clients, utilizing active listening and empathy to establish rapport and build trust.
- Monitor and evaluate clients' progress throughout the crisis intervention process, adjusting plans and services as necessary.
- Coordinate and connect clients with community resources, such as mental health agencies, housing assistance, healthcare services, and financial support.
- Advocate for clients' rights and access to services ensuring their needs are met and their voices are heard within the community.
- Maintain detailed and accurate case documentation, including assessments, progress notes, and crisis intervention plans.
- Collaborate with interdisciplinary teams and participate in case conferences, sharing insights and recommendations for clients' well-being.
- Stay up to date with crisis intervention techniques, mental health policies, and community resources to provide the most effective support to clients.
- Promote awareness of the Crisis Program and upon request, represent the agency at community events.

Required Qualifications/Skills:

- Bachelor's degree in social work, psychology, counselling, or nursing. A Diploma in the Health or Human Services field may be considered.
- Must be registered in good standing with an appropriate professional college or regulatory body.
- Previous experience in crisis intervention, case management, or a related field is highly desirable.
- Knowledge of relevant laws, regulations, and ethical standards related to the Mental Health Act and Child and Family Services Act.
- Cultural competence and sensitivity to work with clients from diverse backgrounds and experiences (ie. Indigenous).
- Proficiency in using counselling techniques and interventions such as CBT, DBT, LEAP.
- Strong crisis management and problem-solving skills, with the ability to think quickly and make sound decisions in high-pressure situations.
- Excellent communication and interpersonal skills, with the ability to build rapport and establish trust with clients and their families.
- Ability to maintain confidentiality and adhere to professional boundaries.
- Empathy and compassion, with a non-judgmental attitude and the ability to provide emotional support to individuals in crisis.
- Strong organizational skills, with the ability to prioritize tasks and manage multiple cases simultaneously.
- Knowledge of crisis intervention techniques and mental health practices, including de-escalation strategies and safety planning.
- Certification in the following courses is preferred: First Aid and CPR, ASIST, CPI.
- Ability to work effectively as part of a team, collaborating with other professionals, agencies, and community resources to meet clients' needs.
- Proficient computer skills, including experience with case management software and electronic documentation systems.
- Valid driver's license and access to reliable transportation for home visits or community outreach.
- Pass a satisfactory Criminal Records Check.

Red Lake Margaret Cochenour Memorial Hospital is committed to employment equity. Upon request, accommodation for disabilities can be provided in the hiring process to applicants who meet the required qualifications outlined in the job description.

Please submit cover letter and resume to Simranpreet Kaur (Human Resources Manager) at jobs@redlakehospital.ca.