



## **INTERNAL/EXTERNAL POSTING**

### **ADDICTIONS SPECIALIST ONE (1) PERMANENT FULL-TIME POSITION (35 HOURS/WEEK) LOCATION: SAFE BEDS**

Under the direction of the Safe Beds Program Supervisor, the Addictions Specialist will provide addiction and harm reduction support to the Safe Beds clients of CMHA-WECB. The Addictions Specialist will participate in screening, assessment and coordination of recovery plans specific to addiction related needs of clients in collaboration with the Safe Beds team. The Addiction Specialist will plan, organize and conduct addiction related programming for the clients in care as well as other clients as deemed appropriate. The Addictions Specialist may be called upon to support other programs within the agency as appropriate and directed.

The Safe Beds program operates 7 days per week, 24 hours per day. The Addictions Specialist position operates during the day on weekdays only. See below hours of work for details.

#### **Responsibilities and Duties:**

- Collaborating with the client and Safe Beds team to create a harm reduction or recovery plan based on appropriate/required clinical assessments, client's strengths and capacities, readiness for change and any identified barriers to treatment.
- Complete relevant assessment tools regarding addiction and support clients with information and subsequent referrals to ongoing treatment specific to addiction.
- Supporting clients in the community with appointments in relation to addiction assessment/treatment where necessary.
- Developing, delivering, and evaluating psychoeducational programming in relation to addiction and harm reduction.
- Assessing client knowledge of best practices for safer substance use and providing education regarding harm reduction techniques to facilitate best possible health outcomes for each client, including overdose prevention
- Providing group and individual support to assist clients in managing substance use and related concerns.
- Providing support on the continuum between harm reduction and abstinence-based practices developed on client choice.
- Developing comprehensive discharge plans in collaboration with the client and Safe Beds team to ensure client safety, continuity of care, and community supports upon exiting Safe Beds services.
- Engaging, educating and supporting families through the treatment and recovery process and encouraging clients to identify and include a care partner in their recovery process.
- Developing relapse prevention/wellness plans, risk mitigation plans, safety plans and providing crisis intervention as needed.
- Meeting with clients and referral sources to complete intake assessments and admit appropriate clients for residential support in accordance with Safe Beds eligibility guidelines.
- Client orientation to services. Ensuring clients have an understanding of the services being offered as well as an understanding of processes, anticipated length of service duration, rights and expectations for participation in the program and limits to confidentiality.
- Collaborate with the CMHA and community partner interdisciplinary colleagues to facilitate continuity of client care.
- Participating in the evaluation of program goals and objectives making recommendations on changes to current program activities for improved service delivery



**Canadian Mental  
Health Association**  
Windsor-Essex County

*Community wellbeing is our sole focus.*

### **Education and Skills:**

- Requires knowledge and skills acquired through the completion of a minimum of a one-year College Diploma specific to addictions and mental health
  - Bachelor of Social Work, Psychology or related degree with a postgraduate certificate in Addictions and Mental Health or an equivalent combination of work experience and education is preferred
- Current registration in good standing with a governing body in Ontario such as the Ontario College of Registered Psychotherapists (CRPO) or College of Social Workers (OCSWSSW) is an asset
- Membership with Canadian Addiction Counsellors Certification Federation (CACCF) and/or Certification in Addiction Counselling (ICADC) would be considered an asset
- Two (2) years' recent and relevant experience, in the judgement of the employer, working with vulnerable populations, particularly with those experiencing addictions.
- Comprehensive knowledge of addiction and mental illness, harm reduction, treatment and recovery modalities and best practice approaches
- Up to date knowledge of relevant mental health policy and legislation including the Mental Health Act
- Strong assessment skills and knowledge of community resources
- Effective interpersonal, oral and written communication skills.
- Valid Ontario Driver's License & own means of transportation are required.
- Bilingualism in both official languages at the advanced level is an asset for all agency positions.
- **Full vaccination status is required in accordance with the agency's COVID-19 Vaccination policy. Providing proof of full vaccination status will be a condition of employment.**

### **Hours of Work:**

Thirty-Five (35) hour work week, consisting of eight-hour shifts with a one-hour lunch break. Certain circumstances may require staff to remain on the premises during their lunch break from time to time, in which case the lunch break will be paid.

**Salary range:** Grade 6, \$28.91 - \$34.20 per hour  
Per 2018-2022 Collective Agreement

Please forward your cover letter and resume clearly stating how your skills and experience meet the position requirements quoting posting reference **CMHA #56-2022 by 4:30 pm, Monday, October 17, 2022** to [careers@cmha-weeb.on.ca](mailto:careers@cmha-weeb.on.ca).

*This position is posted per Article 15 of the Collective Agreement.*

*CMHA strives to establish and maintain an inclusive workplace and believes that the diversity of our workforce is an invaluable asset. We are committed to following recruitment and selection practices that ensure all candidates are given a fair opportunity for employment with CMHA.*