

**JOB DESCRIPTION**  
**EARLY CHILDHOOD MENTAL HEALTH THERAPIST**

**Benchmark Title:** Allied to Social Worker Grade II (Sole Charge)

**Classification Grid:** 12

**Job Title:** Early Childhood Mental Health Therapist

**Bargaining Unit:** Health Sciences Association

**Hours:** 0.2 FTE (7.5 hours a week) + casual hours based on Extended Therapy referrals.

**Review Date:** November 24, 2022

**Reports to:** Executive Director/Administrator of Outreach Therapy

**Overview:**

In coordination with other community agencies and professionals, provides a range of mental health services, including: direct clinical services such as intake, treatment, consultation/liaison with community agencies, schools, and other programs; involvement in community education, development, coordination and prevention/early intervention programs; and program development and evaluation. This position is a combination of our ECMH program for 0-6 years of age (7.5 hours) and our Extended Therapy program (up to 7.5 hours). The Extended Therapy program is a fee for service program for children and families who wish to access therapy services with private funding.

**Job Duties and Tasks:**

1. Provide a range of direct clinical services to children age 0-6 with serious emotional/behavioral disorder, their families and caregivers (70%)
  - a) Develops and monitors treatment plans and goals in collaboration with the child's legal guardian and/or primary caregiver
  - b) Provides individual, family and/or group therapy to children and their families
  - c) Functions as primary therapist, utilizing a variety of specialized treatment modalities and therapies for children and their families.
  - d) Monitors treatment and/or care plans
  - e) Evaluates treatment outcomes
  - f) Provides counseling/support/education to families and other relevant caregivers of such children to understand the nature, treatment and prognosis of the mental health condition of the child and assist with methods of coping
  - g) Consults/liases with community professionals

- h) Maintains basic knowledge of psychotropic medications as prescribed by a physician, maintaining an awareness of the effects of such medications.
  - i) Maintains appropriate clinical/client/administrative records.
2. Provides a consultative/educative service to community agency staff and other service providers who provide services to children with emotional and behavioral disturbances, including physicians, schools, foster homes, child protection, daycare facilities, infant development programs, family centers, hospital staff and other health care workers ( up to 20% depending on caseload needs)
    - a) Provides psychoeducational information to individual professionals and paraprofessionals as requested
    - b) Organizes/participates in information/education sessions
    - c) Organizes/participates in workshops
  3. Works within the early childhood mental health program as well as with community committees, advisory structures, and partners to plan, develop and evaluate a range of mental health services for children 0 – 6 years of age. (5 %)
  4. Performs other duties as required. (5%)

## **QUALIFICATIONS:**

### **Education:**

Master's Degree in one of the following: MSW (Clinical Specialization or equivalent training/education), M.ED (Counseling Psychology), MA (Clinical Psychology), Masters Degree in Child and Youth Care or comparable graduate degree at the Master's level. Must meet the licensure, registration, and/or certification requirements of the provincial and national regulatory colleges, professional associations and accrediting bodies for their discipline.

### **Required Experience:**

Minimum two years clinical experience working in child mental health services, with responsibility for providing a wide range of community based mental health services.

### **Knowledge:**

- Psychological, social and cognitive development for children
- Major behavioral, emotional and mental health problems and disorders of children
- Diagnostic & Statistical Manual (DSM) of mental health disorders
- Well-established accepted practices and evidence based clinical intervention methods and their appropriate applications including individual group and family therapy.
- Integrated case management
- Knowledge of mental health services, including how to access/refer clients to available resources

- In depth knowledge of Attachment theory and therapy as well as current research and therapeutic interventions in early childhood trauma

### **Skills and Abilities**

- Function independently as a primary therapist demonstrating sound clinical judgment in the assessment and treatment of children with mental health conditions and disorders;
- Provide comprehensive assessment and treatment planning;
- Provide individual, group and family therapy;
- Apply essential skills to conduct suicide assessments and crisis interventions;
- Practice with cultural awareness and ensure indigenous knowledge is integrated into goal setting and therapeutic work where appropriate.
- Establish and maintain effective collaborative and constructive liaisons/relationships with a variety of individuals and groups, including clients and family, social workers, physicians, school, other agencies, etc in order to coordinate services across the continuum of mental health services for children by seeking input, securing cooperation, resolving conflicts, influencing outcomes and providing community consultation;
- Prepare and deliver appropriate, clear and concise communications both orally and in writing, to a range of internal and public audiences;
- Ability to work in a computerized environment.