

# **MVISS MENTAL WELLNESS DIRECTOR**

## **(1 FTE POSITION – Indigenous designated):**

The **METRO VANCOUVER INDIGENOUS SERVICES SOCIETY (MVISS)**, a subsidiary of the Metro Vancouver Aboriginal Executive Council (MVAEC) is seeking the following **Full-time Permanent Position** for a newly established Mental Wellness and Substance Use agency based in Vancouver, serving Vancouver/ Richmond/ North Shore. MVAEC was incorporated in 2009 and acts as a unified collective voice for the urban Aboriginal population in Metro Vancouver. MVISS was recently incorporated to respond to a request for proposals to establish these services. All positions are permanent full-time with group benefits. ***ALL applicants must*** be able to demonstrate they can provide culturally-based, trauma-informed practice. Substantial program model training will be provided to all staff in first 6 months.

### **PREAMBLE:**

The mandate of the MVISS is to support Indigenous mental wellness and substance use counseling services by blending western and Indigenous healing practices, that are culturally-based and trauma informed. The Mental Wellness Director (MWD) will be at a graduate level with at **least 5-7yrs experience**, ideally including clinical supervision in the areas of mental wellness and substance use assessment and counselling needs.

Reporting to the Chief Executive Officer, The Mental Wellness Director (MWD), who is on-site to provide consultation, crisis response services, supervision, and support at all times to Mental Wellness Facilitators/Counselors; Cultural Wellness Facilitators/Counselors; and the Youth Wellness Facilitator/Counselor; as well as any relief and other support staff, including the Intake Worker.

Where required, MWD will coordinate and supervise external practicum placements.

Finally the MWD helps to support the collection of data for the appropriate case management; outcome data; and evaluation purposes. Ideally, this position will be an Indigenous person, as the MWD will work closely with the Cultural Wellness Lead(s) and because of the nature of the agency and population served, Indigenous healing practices will be the main focus as culture is the intervention.

### **JOB REQUIREMENTS**

#### **EDUCATION**

The MWD will hold a Masters Degree in a related discipline; be a member in good standing of their respective professional association; satisfy a criminal records check and enhanced vulnerable population clearance; have at least 5-7 years of direct experience, ideally including clinical supervision, however some other approaches may be explored to fulfill this requirement.

#### **KNOWLEDGE/EXPERIENCE**

Ideally, the MWD will have extensive practical clinical experience in a hospital, community, private practice or school setting and experience in the provision of training and supervision, especially in trauma-informed practices with extensive knowledge working for and with Indigenous communities.

The MWD will demonstrate competency in the administration and interpretation of mental wellness instruments and the writing of case management assessments and reports.

We **may consider applicants who do not meet the clinical supervision requirements** and opt to secure a fee for service arrangement to provide this role to all counseling and support staff, allowing the Mental Wellness Director to focus on the programming aspect.

**The Mental Wellness Director will demonstrate competence in the following:**

**Lived Experience/Healing Journey:** While not necessary, due to the nature of MVISS, it is an asset for the MWD to be both Indigenous and come from a lived experience, and who also has shown a solid healing journey so they can lead a team and agency that is designed to support healing trauma, using an Indigenous cultural framework. Personal characteristics and attributes of a leader which are able to motivate and support the team.

**Adaptability:** Demonstrate a willingness to be flexible, versatile and/or tolerant in a changing work environment while maintaining effectiveness and efficiency.

**Behave Ethically:** Understand ethical behaviour and business practices, and ensure that own behaviour and the behaviour of others is consistent with these standards and aligns with the values of the organization.

**Build Relationships:** Establish and maintain positive working relationships with others, both internally and externally, to achieve **the goals of the organization.**

**Communicate Effectively:** Speak, listen and write in a clear, thorough and timely manner using appropriate and effective communication tools and techniques.

**Creativity/Innovation:** Develop new and unique ways to improve operations of the organization and to create new opportunities.

**Focus on Client Needs:** Anticipate, understand, and respond to the needs of internal and external clients to meet or exceed their expectations within the organizational parameters.

**Foster Teamwork:** Work cooperatively and effectively with others to set goals, resolve problems, and make decisions that enhance organizational effectiveness.

**Lead:** Positively influence others to achieve results that are in the best interest of the organization.

**Make Decisions:** Assess situations to determine the importance, urgency and risks, and make clear decisions which are timely and in the best interests of the organization.

**Organize:** Set priorities, develop a work schedule, monitor progress towards goals, and track details, data, information and activities

**Plan:** Determine strategies to move the organization forward, set goals, create and implement actions plans, and evaluate the process and results.

**Solve Problems:** Assess problem situations to identify causes, gather and process relevant information, generate possible solutions, and make recommendations and/or resolve the problem.

**Think Strategically:** Assesses options and actions based on trends and conditions in the environment, and the vision and values of the organization.

The MWD will work closely with the Cultural Lead(s) and participate on the Expert Advisory Committee which will become part of the organizational structure to guide programming.

**WORKING CONDITIONS**

- The Mental Wellness Director (MWD) works in a healing supportive office environment;
- Hours will vary with some evenings, weekends, holidays, although standard hours will be 9am to 5pm Monday to Friday, including being on-call for certain extended hours from time to time;
- Travel within Vancouver, Richmond and North Shore is required.

**In addition, there are these additional working conditions:**

## **PHYSICAL DEMANDS**

The Mental Wellness/Clinical Director (MWD) will be required to move throughout the community and beyond, so must be comfortable driving and walking in all weather. The MWD must be able to prioritize situations and manage time, and may find that they are needed at irregular hours causing fatigue and stress. They may experience stress and stress related symptoms due to interacting with person served in crisis situations. The MWD may be exposed to illness and unsanitary conditions so must take care to protect their own health and safety. The MWD may also have to manage a physically threatening person and be prepared to be responsible for their own safety, and the safety of others.

## **ENVIRONMENTAL DEMANDS**

The MWD may find their office to be busy with both scheduled and unscheduled persons served. They must be ready to respond quickly and effectively to many types of situations, including crisis situations. The MWD may also be invited to other environments that are stressful. They may experience isolation because members of the community may not always agree with the decisions they make, and the commitment to confidentiality may not allow a response. The MWD may also experience isolation because there is no one else in the community doing the same kind of work. The MWD must be prepared to manage their own stress and function well with self-care.

## **SENSORY DEMANDS**

The MWD will be in contact with individuals and families in crisis who may be ill, using substances and/or not attentive to personal wellness and safety for themselves or their homes. The MWD may experience a number of unpleasant sensory demands associated with the lack of personal care.

## **MENTAL DEMANDS**

The MWD must monitor their own time and stress levels to ensure that they are able to effectively assist persons served. They may find that they are continually interrupted, and may have to quickly assess situations to respond appropriately. The MWD may be placed in a situation where his/her own life may be threatened as well as life-threatening situations for others such as instances of attempted suicide.

## **MENTAL WELLNESS & SUBSTANCES SAFETY COMMITMENT**

Comply with any and all applicable Occupational Related Safety Codes and Regulations, as well as maintain good standing in applicable professional associations, e.g. Social Workers or Professional Counseling Associations, etc.; Report to your supervisor any known risk and safety issues, including completing Critical Incident Reporting Forms in the event of a safety issue; Report any known workplace hazard to your supervisor/manager; Report any known violation of applicable Occupational Related Safety Codes and Regulations to your supervisor/manager; Not use or operate any equipment (includes motor vehicle if required for work) or work in a way that may endanger yourself or any other worker; Attend all Wellness Facilitator and Substance Use Counseling safety training as directed by your supervisor and apply this knowledge to your job.

## **HOW TO APPLY:**

Applicants **MUST** provide a basic criminal records check once screened in, such as through **mybackcheck.com** (roughly 5-7 days for certificate) and later satisfy an enhanced vulnerable population clearance (this cost will be reimbursed). The nature of this agency is based on **Indigenous Relational Care** and **Indigenous Cultures as the Intervention** philosophies; is culturally-based and a trauma-informed

practice. Attractive salaries and a group benefits package are offered. Relocation costs will be considered, as well as Secondments.

**Please provide:**

- 1) **Cover letter and resume** detailing how you meet the requirements;
- 2) **Self-identification as Indigenous**, if applicable; or how you can meet requirements if non-Indigenous, e.g. have worked X number of years with Indigenous people, acquired cultural competency/safety training, etc., and
- 3) **Proof of professional affiliations** in good standing.

If applying for more than one position, please indicate so in your cover letter. For full job postings, please visit [www.mvaec.ca](http://www.mvaec.ca). **While preferences will be given to Indigenous candidates**, a mix of experiences and backgrounds, including non-Indigenous persons in some positions may be considered. **Apply to [ceo@mvaec.ca](mailto:ceo@mvaec.ca). Competition Open Until Filled. (Updated May 22 2018)**