

# Employment Opportunity

**Dadzi Wellness Centre**

**Dakelh Primary Care Society**

PO Box 1697, 160 Stuart Drive, West

Fort St. James, V0J 1P0

**JOB OPPORTUNITY: Mental Health Clinician**

## **ORGANIZATION SUMMARY**

The Dakelh Primary Care Society is one that respects the cultural values and practices that are integral to Indigenous identities and wellness. We are committed to a proactive holistic approach to health and wellness, and to the delivery of services which are sustainable and honour the customs and traditions of the Binche, Nak'azdli and Tl'azt'en communities near Fort St. James, BC.

## **POSITION SUMMARY**

The aim of the Dakelh Primary Care Centre is to improve access to primary health care services and traditional wellness services for First Nations people in a way that is culturally safe and closer to home. This primary care Mental Health Clinician position forms part of a collaborative, multi-disciplinary team that practices from an Indigenous worldview that recognizes and respects the values, beliefs and customs of individuals, families and communities as well as adhering to best practices current to the field. The position provides team based, trauma-informed care by creating a culturally safe environment to promote, maintain and/or restore client health.

Mental health services, including consultation, intake, assessment, collaborative care planning, education, navigation and connection to other resources, will be done through a decolonizing lensed approach, being aware of clients' intersectionality and healing journey to design treatment that would be tailored to meet clients' specific needs.

## **PRINCIPAL DUTIES AND RESPONSIBILITIES**

1. Provides mental health and wellness counselling support and intervention services, including healing and treatment planning, connecting with the client's Circle of Care as appropriate
2. Collaborates with the health team, Traditional Healers, families, and community resources as needed to support client identified goals, as appropriate.
3. Provides clinical assessments and screenings as needed upon discovery of the presence of suicide risk and mental health related issues
4. Works collaboratively with the primary care team to provide wrap around supports including referrals to external agencies, internal services, Traditional Knowledge Keepers and other culturally relevant resources
5. Provides consultation, education and information to individuals, families, community and caregivers about mental wellness
6. Evaluates treatment outcomes to ensure effectiveness of services through continuous follow-up plans and actions
7. Communicates regularly with the Clinical Manager and primary care team

8. Collaborates with First Nation health leaders to identify and address gaps, barriers and challenges of service delivery and offer solutions
9. Documents, and tracks clinical records as per the provided document tracking forms (e.g., EMR, incident reports, work plans)
10. Consults regularly with members of the primary care team regarding clinical or community-based risk factors not otherwise addressed, and any capacity building needs determined during assessment
11. Works to infuse Cultural ceremony, tradition and customs into and around related duties where appropriate and as needed
12. Assesses and documents systemic barriers and challenges identified as potential pre-disposing factors which directly impact the client and their mental health
13. Collaborates with Clinical Manager, Mental Health and Wellness Advisor, First Nations Leadership, and Health Leads regarding systemic challenges and barriers
14. Ensures client/family/community confidentiality and privacy in accordance with professional regulatory guidelines and following standards of practice and legal requirements
15. Performs other related duties as assigned

## **JOB SPECIFICATIONS**

### **Education**

- A master's degree in psychology, Counselling, or related health professional qualifications with a specialization in mental health, or an equivalent combination of education, training and experience.
- Advanced training in threat/risk assessment and/or trauma response, as well as training in brief intervention approaches (such as CBT, motivational interview, SBTA, etc)

### **Occupational Certification**

- Current practicing registration with the applicable professional governing body in B.C. plus, designation as either a Registered Clinical Counsellor (RCC), a Certified Clinical Counsellor (CCC), or a Registered Social Worker (RSW)
- Current valid Class 5 B.C. driver's license and willingness to submit a drivers abstract

### **Experience**

- Five (5) to seven (7) years of experience working with complex social systems or an equivalent combination of experience and education
- Three (3) years' recent direct experience in a clinical mental health and addictions setting working with children and youth and/or adults.
- Three (3) years' recent related experience conducting mental health, addictions, threat/risk and trauma assessments, intervention and postvention treatment services to individuals with mental health and addictions issues.
- Experience working with First Nations people and communities, providing mental health services which integrate holistic Indigenous approaches.
- Care coordination experience within a multi-disciplinary team and including external partners is an asset.
- Experience utilizing intervention techniques and skills, including motivational interviewing, somatic experiencing modalities, trauma specific services

### **Knowledge**

- Knowledge of various therapeutic and counselling modalities and specific brief intervention approaches

- Sound knowledge of emergency psychiatry, crisis intervention, addiction issues, culturally safe and trauma-informed care, recovery-oriented care, and severe and persistent mental illness.
- Experience working from a trauma informed, culturally sensitive perspective
- Knowledge of assessment and screening tools and modalities in determining suicide and violence risk and threat
- Knowledge of relevant socio-historical events relevant to First Nations in Canada
- Knowledge of the importance of critical reflection in practice
- Familiarity with traditional healing practices, customs, values and traditions of local First Nations
- Excellent communication skill
- In-depth knowledge of cultural safety and humility
- Ability to use critical self-reflection in practice
- An understanding of rural and remote communities and their inherent challenges and barriers
- Understanding and ability to practice with Nation based, community driven philosophy
- Ability to practice from an individual/family/community perspective
- Ability to balance western and traditional Indigenous worldviews in practice
- Aware of and applies professional ethics and approaches to resolve ethical dilemmas
- Ability to establish and maintain strong working relationships with a variety of allied professionals, formal and informal community leaders, and knowledge keepers and/or Elders.
- Physical ability to perform the duties of the position
- Broad knowledge of psychopharmacology (indications and side-effects).
- Broad knowledge of legislation and government policies and procedures that relate to care.
- Understanding of own intersectionality, power, privilege, and how these concepts may impact own work with clients.

### Competencies

- **Awareness** - Thorough knowledge of the current First Nations health governance landscape in BC.
- **Decision making** - Uses sound judgment to make good decisions based on information gathered and analyzed. Considers all pertinent facts and alternatives before deciding on the most appropriate action. Commits to decision.
- **Problem solving** - Analyzes problem by gathering and organizing all relevant information. Identifies cause and effect relationships. Comes up with appropriate solutions with minimal supervision.
- **Operations** – Ability to provide leadership and management to lead operations including managing activities, prioritizing, balancing demands while working collaboratively within the FNHA and across the health and wellness system to problem solve and manage change
- **Teamwork/collaboration** – Strong interpersonal skills. Interacts with people effectively. Able and willing to share and receive information. Collaborates within the group and across groups. Supports group decisions. Puts group goals ahead of own goals.
- **Adaptability** - Adapts to changing work environments, work priorities and organizational needs. Able to effectively deal with change and diverse people.
- **Planning/Organizing** – Proactively plans and organizes tasks and work responsibilities to achieve objectives. Sets priorities and schedules activities. Allocates and uses resources properly.
- **Work standards** - Sets and maintains high professional and performance standards. Pays close attention to detail, accuracy, quality and ensures follow through.
- **Motivation** - Displays energy and enthusiasm in approaching the job. Commits to putting in additional effort. Maintains high level of productivity. Self-directed.
- **Initiative** - Takes action to influence events. Generates ideas for improvement, takes advantage of opportunities, suggests innovations, does more than required.
- **Integrity** - Shares complete and accurate information. Maintains confidentiality of highly sensitive information. Adheres to organizational policies and procedures. Meets own commitments.

- **Reliability** - Takes personal responsibility for job performance. Completes work in a timely and consistent manner. Sticks to commitments and reports back on status of assigned tasks.
- **Communication** - Strong written and oral communication skills. Expresses ideas succinctly and effectively. Organizes and delivers information appropriately. Listens actively.
- **Stress tolerance** - Displays emotional resilience and the ability to withstand pressure on an on-going basis. Deals with difficult situations while maintaining performance and professionalism. Seeks support from others when necessary. Uses appropriate coping techniques.
- Physical ability to perform the duties of the position

**Salary Range: \$68,760 - \$94,545**

How to Apply

Interested parties should submit a cover letter and resumé to Carrie Nash, Operation Director  
[Operation.director@dakelhealth.ca](mailto:Operation.director@dakelhealth.ca)

**Closing date: October 25,2024**

Fort St. James is a well-established, vibrant BC community on the scenic shores of Stuart Lake (Nak'abun). The town's residents are diverse and welcoming. Vanderhoof and Prince George are easily within reach by vehicle. A founding principle of this Centre is that there be no barriers to care. FSJ-Brochure-v5.pdf (fortstjameschamber.ca)

Only candidates selected for interviews will be contacted.