

JOB POSTING

ADDICTIONS & RECOVERY WORKER

The *Addictions & Recovery Worker* (A&RW) reports to the Health Director. In accordance with the Vision, Purpose, and Values of the Health Centre, as well as the strategic direction of the community, patient safety is a priority and a responsibility shared by everyone in our workplace. The A&RW continuously improves quality and safety which is inherent in all aspects of this position. The successful applicant will possess advanced non-clinical withdrawal management skills and professional maturity to maintain the highest level of ethical health care for community members.

The A&RW must demonstrate clear professional boundaries and appropriate accountability measures, file-management, charts/records, and time management. Working in the community as a member of a multi-disciplinary care team, the A&RW provides a variety of general care services, harm reduction education, group facilitation, individual screening for risk, assists with registration and/or admission/discharge of clients, supportive services, daily living activities. Observes and monitors clients, role models and demonstrates healthy lifestyle behaviours; and completes documentation.

DUTIES / RESPONSIBILITIES

- Develops and delivers mental health and addiction programs and activities in consultation with health staff to support implementation of the health work plan
- Provides Kwakiutl culturally appropriate programs/services
- Develops sobriety programming and peer support groups on Reserve
- Refers clients to psychiatric and treatment services and other social service providers
- Encourages the coordination of existing health and social services within the region to help establish continuity of care for the Kwakiutl membership and families experiencing mental illness or addiction issues
- Facilitates the establishment of self-help/peer groups
- Provides liaison services between health centre and KBC programs and external health and social services agencies, and encourages networking between agencies and programs
- Involves community members in developing a client-centered and holistic approach to promoting mental health and addiction free lifestyles (self-knowledge, self-control) within the Kwakiutl community
- Identifies the unique skills and abilities of community members that could assist in mental health and addiction program implementation
- Employs a teamwork approach in working with the community to address mental health and addiction issues in a culturally safe manner
- Meets on a regular basis with community members to discuss matters of mutual concern—including programs, projects, and issues as they arise
- Maintains confidentiality in all dealings with clients
- Organizes activities to encourage awareness of drug and alcohol abuse and their effects to all age groups
- Develops an addictions prevention/mental health community plan and emergency protocols in consultation with other health staff

- Provides, when directed, Kwakiutl culturally appropriate social and recreation programs as healthy alternatives to substance abuse and to improve overall mental health
- Evaluates client care needs
- Provides follow-up support and other aftercare services as needed
- Involves community members/family members in dealing with the root causes of substance abuse in Kwakiutl territory
- Submits written monthly activity reports to the Health Director and other reports as required
- Performs other duties as required to assist in implementation of the health work plan or to provide backfill coverage when directed
- Adheres to all Kwakiutl Band Council policies, Personnel Policy, procedures and protocols

REQUIREMENTS

- Bachelor's Degree in addictions, social work, psychology or other health-related discipline from an approved post-secondary institution
- Recognized post basic education and a solid understanding of related to mental illness and addictions
- Two (2) years recent, related experience
- Knowledge of applicable legislation, such as the *Mental Health Act* and the *Guardianship Act*
- Knowledge of available programs, their interrelationships, and their functions in delivering care in the community to persons with mental illnesses, addictions and/or concurrent disorders
- Working knowledge of chemical dependency
- Knowledge of Crisis Response Protocols and Suicide assessment/prevention/intervention/Postvention or an equivalent combination of education, training and experience
- Cultural competence and First Nations experience are essential
- Must have a valid BC Driver's License and up to date First Aid, CPR and Foodsafe
- Submit a vulnerable criminal record check
- Excellent verbal and written communication skills
- Deal with others effectively
- Demonstrate sound organizational, problem solving skills
- Demonstrate clinical coaching/teaching skills and experience
- Demonstrate sound judgment, good observation and client assessment skills, tact and empathy
- Work independently, demonstrating initiative, with limited supervision
- Work cooperatively as part of a multi-disciplinary team
- Promote positive change and independence
- Prioritize, organize client demands and care needs
- Physically and emotionally carry out the duties of the position
- Foster good public relations and act diplomatically on behalf of the Health Centre
- Operate related equipment, including a thorough knowledge of Microsoft Office (i.e. Outlook, Word, PowerPoint, Excel)
- Keep highly organized, up-to-date, and relevant electronic records and client files
- Maintain a commitment to continued professional development
- Participate in monthly "Clinical Supervision" sessions with a superior or peer clinician
- Use personal vehicle and keep accurate records of mileage

KEY RELATIONSHIPS

- Kwakiutl Chief and Council, Health Committee, department managers, supervisors and other staff
- Maintains liaison and communication with First Nations Health Authority (FNHA) / First Nations Health Council (FNHC), government departments, medical professionals, the private sector and other First Nations
- Maintains good relations with the Kwakiutl membership, community and handles individual member's inquiries and requests in an expedient, culturally respectful manner

WORKING CONDITIONS

It is paramount that all positions within the health team strive to communicate and serve the Kwakiutl people in a manner that respects, enhances and promotes the cultural identity and well-being of both the individual and the health care providers. This position will strive for cultural safety by:

- Gaining cultural awareness and cultural sensitivity
- Understanding and complying with any Kwakiutl policies or position statements on "cultural safety" (and ensuring it is reflected in individual training / professional development plans)
- Ensuring that plans, policies and activities undertaken promote the holistic health and well-being of the Kwakiutl in a way that incorporates and promotes the cultural aspects of the Kwakiutl people and traditions
- Assisting in the articulation and establishment of cultural influence expectations in the Kwakiutl Health Centre planning and day-to-day operations
- Must successfully and periodically undergo (every year or as needed) an appropriate vulnerable criminal records review and police record check.
- Proof of certifications are required prior to employment
- Required to work in a variety of different environments
- Must be respected within the community
- Must have demonstrated ability to work well with others
- Must have a demonstrated ability to maintain confidential information
- May be required to periodically work outside of normal working hours, and to function independently
- Smoke and scent free environment
- Harassment and violence free environment

Term: Full-time or part-time - TBD

Compensation: TBD

Competition Closes: Open until filled



Please forward your cover letter and resume via e-mail for fax to:

Dwayne Worthing, Director of Human Resources
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