



## About the Tsakwa'lutan Healing Centre

We, the We Wai Kai Nation, embrace our language and culture to build a proud, healthy, safe, and self-sufficient community. We support and encourage each other to thrive by following the footsteps of our ancestral history as stewards of our lands and waters, while balancing our role in modern-day society.

The Tsakwa'lutan Healing Centre, located on Quadra Island, represents a vision for addiction recovery with the goal of restoring lives, families, and empowering communities. Our approach is to destigmatize addiction as an individual issue and to engage, educate, and empower individuals, families, and communities in the recovery process. We achieve this by integrating the best of Western medicine with our traditional healing practices and values.

## About the Opportunity

We have an exciting opportunity for a full-time **Clinical Lead** based on **Quadra Island, BC**.

Reporting to the Clinical Director, the Clinical Lead is a therapeutic guide journeying with clients on their road to recovery, from admission to discharge. This role is crucial in providing clinical assessments and contributing insightful, practical, and meaningful information to the development of treatment plans. We are seeking a compassionate and dedicated individual who is passionate about supporting clients through their recovery journey and fostering a supportive community.

More specifically, your responsibilities include but are not limited to:

### Clinical Direction and Client Support

- Provide clear guidance and support to clinical counsellors, ensuring their workflows, schedules, and therapeutic practices align with the goals and timelines established by the Clinical Director.
- Oversee counsellors' adherence to therapeutic plans, ensuring timely completion of client orientation, biopsychosocial assessments, treatment plans, and weekly goal setting within designated timeframes.
- Oversee daily clinical operations, maintain a supportive therapeutic environment, and address immediate needs.
- Approve and provide clinical rationale for referrals to contracted specialty programs.
- Manage clinical staff scheduling, leave requests, and ensure adherence to policies and professional ethics as required by licensing bodies.
- Support the Clinical Director in implementing updated policies and procedures.
- Respond to and manage on-call and overnight emergency situations as required, escalating to the Clinical Director only in cases of emergencies such as death, violence, or other critical incidents.

### Program Development and Evaluation

- Assist in developing and evaluating all phases of the treatment program, ensuring alignment with best practice standards, quality indicators, and continuous improvement initiatives.
- Contribute to the ongoing development of treatment strategies and modalities, integrating feedback from clients and clinical observations.

### Family and Community Engagement

- Coordinate family or significant persons conferences at least once during the client's treatment.
- Maintain appropriate accessibility and demonstrate healthy boundaries with family members and other involved persons.
- Interface with referral agents, funding sources, and emergency contacts weekly, in person or over the phone.

### Group Facilitation and Educational Support

- Facilitate group therapy, lectures, workshops, and educational groups as directed by the program schedule.

- Provide leadership, guidance, and direction to a team of counsellors, supporting the Clinical Director in managing all clinical services.
- Coordinate training sessions and onboarding for new counsellors.

#### Documentation and Communication

- Complete client progress forms within the prescribed timeframe.
- Maintain accurate and timely records of all client interactions, treatment plans, and progress notes, ensuring compliance with all regulatory and accreditation standards.

#### About You

To qualify, you will need a **bachelor's or master's degree in counselling, or a related field and appropriate licensure and certifications** relevant to the position. A minimum of 3 years working in a substance use disorder treatment setting will also be essential.

Additionally, the following skills and background will be highly valued:

- At least 1 year in acute care or inpatient addiction treatment setting or closely related experience
- Experience in complex case management, working with people who are chemically dependent or people who have other process or concurrent disorders
- Experience facilitating group therapy

As our ideal candidate, you are equipped with excellent facilitation and collaboration skills, demonstrating sensitivity and a people-focused approach. In this role, you will effectively manage day-to-day operations, leading with humility and kindness to create a warm and welcoming atmosphere. You possess the ability to make tough decisions and handle difficult conversations with both empathy and compassion. Overall, your approach ensures a supportive and nurturing environment for both clients and staff, fostering a collaborative and inclusive work culture.

#### About the Benefits

Compensation, based on skills and experience, is a competitive annual salary of **\$80k – \$100k**, and a host of excellent benefits including:

- Extended health, dental, and vision coverage
- Pension with up to 9% employer match
- Pick-up and drop-off available from Campbell River ferry
- Beautiful facility along the ocean

#### How to Apply

Interested candidates are invited to submit their application package to [info@healingcentre.ca](mailto:info@healingcentre.ca).

Application packages should consist of a letter of interest outlining how your previous experience and education align with this position and a most recent CV together in one PDF document. If you would like to learn more, inquiries before application submission are also welcome.

We encourage applicants to submit applications as soon as possible as applicants will be reviewed on an ongoing basis. We thank all applicants for their interest; only those selected for an interview will be contacted.

Please note – the successful candidate must provide three references and a clear criminal record check, including a vulnerable sectors check. Preference will be given to persons of Indigenous ancestry. Should the applicant be in recovery, it is required to identify your abstinence from mood-altering substances for two years at the time of application.