



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 Director** based on **Quadra Island, BC**.

Reporting to the Executive Director, the Clinical Director is required to prioritize and respond to the needs of the daily operations of Tsakwa'lutan Healing Centre in a professional and calm manner. This is a unique and impactful role that will allow you to make a significant difference in the field of addiction recovery. We are looking for a visionary leader who is passionate about creating transformative treatment programs and fostering a supportive community – your role will be pivotal in shaping the Centre and its operations from the ground up.

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

Operational and Clinical Direction

- Provide operational and clinical direction and supervision of clinical staff for all aspects of treatment.
- Participate in direct clinical practice, when necessary, both in a supervisory role and as a direct practice clinician.
- Plan evidence-informed and culturally based treatment progression for all clients from the time they enter the Centre to the time we recommend discharge.
- Collaborate with traditional healers to integrate Indigenous practices into the treatment programs.

Staff Development and Team Leadership

- Manage the clinical team's performance effectively, including providing feedback, conducting reviews, and addressing corrective actions.
- Conduct training and onboarding for new staff, ensuring they are equipped to deliver high-quality care.
- Lead and manage the intake and clinical teams, providing supervision and support as needed.
- Develop and implement strategies for staff development, including ongoing training, mentorship, and career advancement opportunities.

Program Development and Quality Assurance

- Direct the development and evaluation of all phases of the treatment program based on best practice standards, quality indicators, and continuous quality improvement initiatives.
- Develop and implement clinical services, as well as functional and strategic planning for programming, in collaboration with the Executive Director, physician partners, and the interdisciplinary team.
- Implement and oversee a robust quality assurance program, including regular audits, client satisfaction surveys, and outcome measurement.
- Lead the design and implementation of new clinical programs and services that address emerging trends and needs in addiction treatment.

Stakeholder Engagement and Partnerships

- Establish and maintain relationships with key stakeholders, including government agencies, community organizations, and referral sources to ensure the Centre's services align with community needs and expectations.
- Represent the Centre in public forums, conferences, and other events to promote its mission and programs.
- Communicate and coordinate with the clinical team regarding bedding arrangements, including room changes, early departures, or extended treatments.

Financial Oversight and Resource Management

- Collaborate with the Executive Director and finance team to develop and manage the clinical department's budget, ensuring resources are allocated effectively and efficiently.
- Monitor expenses related to clinical operations and identify opportunities for cost-saving without compromising service quality.
- Oversee and manage the financial aspects of the client intake process, including payment arrangements and financial documentation.

Regulatory Compliance and Accreditation

- Ensure that the Centre's clinical operations comply with all relevant regulations, accreditation standards, and ethical guidelines.
- Lead the process of preparing for and maintaining accreditation with relevant bodies (e.g. CARF and provincial licensing agencies).

Crisis Management

- Respond to clinical and facility risks appropriately and ensure that risk management issues are addressed.
- Develop and implement crisis management protocols for the clinical team to ensure swift and effective responses to emergencies or unexpected situations.
- Provide leadership and support during crises, ensuring the safety and well-being of both clients and staff.

Cultural Competency and Client Advocacy

- Promote and integrate cultural competency within all clinical services, ensuring that programs are respectful and inclusive of the diverse cultural backgrounds of clients, particularly Indigenous traditions and practices.
- Collaborate with traditional healers.
- Advocate for clients and their families, ensuring their needs and concerns are addressed.
- Provide crisis intervention and support as needed during the intake process.
- Maintain a client-centered approach, respecting the dignity and confidentiality of all clients.

Administration and Communication

- Ensure program criteria, descriptions, goals / objectives, documentation, and communication components are established and maintained.
- Manage effective administration, including communication, delivery of program schedules and changes, development of staff training, and being available and accessible for clinical matters and staff member needs.
- Communicate with the Executive Director when external issues arise.

About You

To qualify, you will need a master's or doctorate degree in psychology, counselling, social work, or a related field and appropriate licensure and certifications relevant to the position. Experience within a substance use disorder treatment setting, with at least 3 years in a supervisory or leadership role, will also be essential.

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

- Strong knowledge of evidence-based treatment modalities and best practices in substance use disorder and mental health treatment
- Experience in the fields of addiction, mental health, and trauma
- Demonstrated commitment to ethical practices and client confidentiality
- Excellent knowledge of the Mental Health Act and community mental health resources
- Experience in complex case management, working with people who are chemically dependent, or those who have other process or concurrent disorders
- Experience facilitating group therapy

As our ideal candidate, you are equipped with excellent communication, interpersonal, and organizational skills. You can effectively lead and motivate a diverse team of clinical professionals, leveraging your proven leadership and people management skills. You demonstrate the capacity to think and act with both strategic and tactical agility, guiding strategic operational changes with confidence. Additionally, you are adaptable and fluid, able to navigate and thrive in a dynamic and evolving environment.



About the Benefits

Compensation, based on skills and experience, is a competitive annual salary of **\$150k – \$170k**, and a host of excellent benefits including:

- Extended health, dental, and vision coverage
- Pension with up to 9% employer match
- Subsidized on-site housing
- 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.

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.