

Position: PSYCHOTHERAPIST (CBT) CLINICIAN**Permanent Full Time**

CBT Clinician, Ontario Structured Psychotherapy Program. Candidates must be a registered member in good standing with one of the following Colleges regulated to perform the Controlled Act of Psychotherapy in Ontario: Social Worker, psychotherapist, occupational therapist, nurse.

**Employment includes free comprehensive training program in Cognitive-Behavioural Therapy accredited by the University of Toronto.*

About Across Boundaries:

Across Boundaries is a mental health centre that provides a range of mental health and addictions support and services to individuals from racialized and Black communities in the Greater Toronto Area. We have a holistic approach to mental health care and operate within an anti-racism/anti-oppression and resisting anti-Black racism frameworks. These frameworks focus on providing opportunities to respond to systemic barriers, advocate for the inclusion of traditionally and historically silenced voices at decision-making tables, and strive for change at the individual, organizational and systemic levels.

Ontario Structured Psychotherapy: Overview

OSP is a stepped-care program, which means that clients start treatment that is the best fit for them with the shortest wait. OSP provides access to publicly funded, evidence-based, short-term, cognitive behavioural therapy (CBT) and related approaches to clients with depression, anxiety, and anxiety-related conditions. As clients go through the program, treatment is adjusted based on whether their progress and other additional needs. Most clients start at the first step, which consists of low intensity treatment offerings. Clients are transferred to the second step, which consists of high intensity treatment offerings. High intensity treatments are offered through Network Lead Organizations (NLOs).

Job Summary:

The CBT clinician is responsible for a combination of the following functions: administering assessments (intake/triage), providing treatment, and providing interim support to clients. The required functions will be determined by the operational needs of the program. The clinician will provide these functions in alignment with the clinical guidelines of the OSP program. The client population includes those with mild to moderate depression, anxiety, and anxiety-related conditions.

Clinicians will provide services using various methods, including but not limited to, telephone, virtual, or in-person. Assessments are structured and inform decisions for participation in the OSP stepped-care program. All treatments are based on a cognitive behavioural therapy (CBT) framework and follow specific evidence-based protocols. The OSP program uses measurement-based care (MBC) and as such, the clinician also administers structured questionnaires to measure the client's quality of life, functioning and symptoms of anxiety & depression. The clinician maintains client records, documenting clients' progress through the program. The

Clinical Consultation team (Clinical Psychologists) provide clinical oversight to the OSP program and evaluate the clinician's fidelity to the treatment protocols. To improve fidelity and clinical effectiveness, the clinician may be required to adhere to the clinical directives outlined by the Clinical Consultation team. The incumbent is also required to perform other related duties as assigned.

EDUCATIONAL AND CREDENTIALING QUALIFICATIONS

- Master's degree required.
- Registered member in good standing with one of the following five Colleges regulated to perform the Controlled Act of Psychotherapy in Ontario:
 - The Ontario College of Social Workers and Social Services Workers
 - The College of Nurses of Ontario
 - The College of Occupational Therapists of Ontario
 - The College of Registered Psychotherapists of Ontario
 - The College of Psychologists of Ontario

KNOWLEDGE, SKILLS AND EXPERIENCE QUALIFICATIONS:

- Minimum 3 years of experience in the delivery of individual CBT is preferred; Documented evidence of CBT training with adequate supervision is preferred
- Demonstrated experience and knowledge of etiology and treatment of depressive and anxiety disorders as well as CBT and its application in mood and anxiety disorders
- Demonstrated experience and knowledge of the science and practices of psychotherapy including a full range of psychotherapeutic and assessment techniques
- Results-oriented work ethic and ability to work independently and undertake tasks needed to accomplish work objectives and to deliver quality, consistent and timely results
- Strong assessment skills to deliver and interpret symptom and outcome measures
- Demonstrated analytical, interpersonal, time management and organizational skills
- Proven written and verbal communication skills
- Ability to manage and adapt positively to an ever-changing health care/work environment.
- Models and promotes core ethical practice, organization's values, and reflects an optimistic and positive attitude
- Familiarity with a Microsoft Office365 applications (Word, Outlook, etc)
- Experience with scheduling and electronic medical record keeping using a clinical management system is an asset
- Excellent organizational and interpersonal skills, and the ability to work flexible hours, including some evenings and Saturdays
- Lived experienced of racialization / racism
- Excellent computer skills (e.g., Word, Excel, Microsoft Outlook)
- Excellent oral and written skills
- Knowledge of the Ontario Mental Health Act, the Substitute Decisions Act, the Health Care Consent Act and PHIPPA requirements.
- Second language skills in one or more of the following: African languages, Amharic, Arabic, Caribbean dialects, Chinese, Farsi, Hindi, Korean, Pashto, Punjabi, Spanish, Tagalog, Tibetan, Tamil, Urdu.
- The above statements are intended to describe the general nature and level of work being performed by the incumbent(s) of this job. They are not intended to be an exhaustive list of all responsibilities and activities required of the position.

Salary Range: \$70,000- \$75,000 per annum

This is a Bargaining Unit Position

- Competitive Total Compensation (including salary, benefits, sick days, personal days, etc.)
- Comprehensive Health Benefits
- Learning & development opportunities

Application Procedure:

1. Cover letter with 300 words or less telling us why you want to work as a CBT and why we should consider you for this position (word or pdf)
2. Resume (word or pdf)

Deadline: Job posting is open until filled

Send your applications to:

Hiring Committee,
Across Boundaries: An Ethnoracial Mental Health Centre
51 Clarkson Avenue, Toronto, Ontario, M6E 2T5 Fax: 416-787-0812
Email: info@acrossboundaries.ca

We encourage applications from individuals who reflect the broad diversity of communities we work with, including those from racialized, Bi-Racial and LGBTQ communities. We thank all applicants for their interest, however, only those



selected for an interview will be contacted.

*Across Boundaries is a recipient of the **Silver Certification Mental Health at Work** by Excellence Canada 2023 and is proudly **Accredited with Commendation** by Accreditation Canada 2019-2023*



Phone: (416)-787-3007

Email: info@acrossboundaries.ca