

JOB POSTING

Community Mental Health and Substance Use Worker

Full-time, Permanent - 35 hours per week

**$58,334 to $69,103 per annum plus benefits – salary commensurate on exp. & edu.**

Unison Health and Community Services is a non-profit, community-based organization that serves neighbourhoods in North West Toronto. Operating out of six locations, Unison offers core services that include primary health care, counselling, health promotion, Early Years programs, legal services, harm reduction programs, housing assistance, adult protective services, Pathways to Education™ and a Diabetes Education Program. Unison’s mission is working together to deliver accessible and high quality health and community services that are integrated, respond to needs, build on strengths and inspire change.

Unison Health and Community Services is committed to working from an inclusive, pro-choice, sex positive, harm reduction, anti-racist, anti-oppression and participatory framework.

We are seeking a Community Mental Health and Substance Use Worker who has experience with an Afrocentric approach relating to mental health and substance use. The successful candidate will work out of our Jane-Trethewey site to improve access to mental health and addiction services in the surrounding community. The Community Mental Health and Substance Use Worker will report to the Program Manager, Mental Health and Substance Use.

# **Job Specific Responsibilities**:

* Participate in team activities involving assessment of needs/strengths in the identified communities as related to mental health and addictions services.
* Provide input and support to program planning and evaluation activities.
* Facilitate client referrals to relevant resources.
* Provide assessment, treatment planning, referral, advocacy, case support, community treatment and education to clients.
* Help clients identify and use health resources, including those available in the community and from community agencies.
* Provide counselling on an individual and group basis, maintaining case notes and statistics.
* Promote awareness of, access to, and participation in Unison programs, services and activities.
* Initiate group programs to promote and support clients as they strive to achieve the highest possible level of health.
* Liaise with local agencies for the purpose of raising public awareness, education and information sharing and participate in community-based networks.
* Provide assistance and support for the management of internal crisis situations at Unison.
* Apply 'de-escalation' techniques to help clients manage their emotions and behaviour.

# **Organizational Responsibilities**

* Participate in team and organization-wide meetings and committees, initiatives and events.
* Develop work goals in conjunction with supervisor, identifying action plans, learning objectives and professional development needs.
* Participate in performance appraisal process including self-evaluation component.
* Adhere to all policies and procedures of the organization.
* Submit encounter data and/or statistics, administrative forms and reports in a timely fashion.
* Orient, supervise and support students and/or volunteers as required.
* Identify, report and debrief on client safety incidents, good catches, occupational health and safety incidents and near misses.
* Other duties as required.

# **Job-Specific Qualifications:**

* Undergraduate degree/diploma (i.e., Bachelor of Social Work) or higher with experience in related field.
* Experience working within the Afro-Caribbean and/or Black communities.
* Bilingualism in English or Somali, or other African Dialects an asset
* Skilled working with groups and individuals using a recovery and harm reduction approach to care.
* Familiarity with harm reduction philosophy and principles.
* Demonstrated knowledge of working with clients with mental health and addiction including working with groups.
* Familiarity with the social, economic, and cultural conditions of Unison’s geographic area, experience in working with local service providers, community groups and networks, and an understanding of local issues and priorities are an asset.
* Experience serving Unison’s priority populations (seniors with complex needs, people with mental health & addiction issues, LGBTQ2IA+, and youth facing barriers).
* Demonstrated knowledge of, and sensitivity to, the impact of social, economic, environmental, and cultural issues on diverse communities.
* Knowledge of issues affecting communities facing barriers to access in an urban environment.
* Effective communication (written and verbal, including in front of groups and presentations), interpersonal, organizational, and administrative skills, including computer literacy skills specific to job requirements.
* Knowledge of a second (or more) language and culture is an asset.
* Ability to work flexible hours including some evenings and weekends.

# **Interested candidates are asked to submit a résumé with covering letter by 4:00 pm on November 24, 2023 to:**

Hiring Committee – Community Mental Health and Substance Use Worker

Unison Health and Community Services

[hirings@unisonhcs.org](mailto:hirings@unisonhcs.org)

**Please cite UN\_2023\_042 in the subject line of the email**

We welcome applications from people who are reflective of the diverse communities we serve, including those who might need accommodation.

Where needed, accommodations for applicants with disabilities will be provided, on request, to support their participation in all aspects of the recruitment process.

While we thank all applicants for their interest, only those selected for interview will be contacted.