



NIAGARA REGIONAL POLICE SERVICE

Civilian Career Opportunity

Position Title:	Mental Health Clinician
Work Location:	On site at 5700 Valley Way, Niagara Falls
Association:	Senior Officers Association
Position # applied for:	E06/2023
Posting Date:	May 5, 2023
Closing Date:	May 28, 2023

Position Summary:

Reporting to and under the guidance of the Service Psychologist, Mental Health Clinician will work within a collaborative team within the Member Support Unit, which is composed of sworn members and clinicians. Support the ongoing mental health of Niagara Regional Police Service members by providing clinical services directly to both civilian and sworn personnel. The focus is on face-to-face interactions intended to assist in coping effectively with stress, process critical incidents, and address challenges that may impact members' overall wellbeing. Services include intake and exit interviews for the Reintegration Program, New Officer Wellness Evaluations, Safeguarding, short-term intervention, group debriefing, and referral to community clinicians. Additional clinical services may be required, based on the needs of members and program changes.

Major Responsibilities:

- Provide clinical support to members through the delivery of mental health programs that include but are not limited to:
 - a. Reintegration Program
 - b. New Officer Wellness Evaluations
 - c. Psychological Safeguarding
 - d. Critical Incident Response Team Group Debriefing.
- Respond to individual members in crisis and act as a liaison to support referral to external supports as appropriate.
- Provide psychoeducation to members to assist in the management of mental health conditions and make treatment recommendations where appropriate.
- Provide short-term therapeutic interventions as appropriate. Directly participate in critical incident response to potentially traumatic events, to assist in mitigating the short- and long-term effects of traumatic incidents on the mental health of members.
- Provide support in the implementation of the Service's mental health strategy.
- Provide clinical guidance and act as resource to the Peer Support Team.
- Monitor the Early Intervention Program and provide support to supervisors as needed.
- Maintain relevant licenses and College required through continuing education.
- Develop, maintain, and safely store protected health records in accordance with legislation and professional requirements.
- Other related duties as assigned.

Job Specifications:

- Successful completion of a Master's degree in Psychology, Counselling, Social Work, or a recognized equivalent from an accredited university.
- Current registration as a Psychotherapist, Psychological Associate, or Social Worker, in good standing with the College of Registered Psychotherapists of Ontario, College of Psychologists, or the Ontario College of Social Workers and Social Service Workers.
- Minimum of 5 years post-graduate experience providing evidence-based short-term treatment.
- Minimum of 1 year experience providing mental health services to police personnel or 3 years' experience providing mental health services to first responders.
- Critical and creative thinking skills to assist in developing solutions for deciding on appropriate interventions and referrals for members experiencing a variety of psychological concerns, including PTSD, anxiety, depression, and substance abuse.
- High level of verbal communication and conflict resolution skills. Tact, diplomacy, and confidentiality are required in dealing with sensitive and confidential issues of members.
- Analytical skills to identify issues and determine appropriate responses.
- Assist in program development, training design, and case management processes.

This is a permanent full-time opportunity with the Service with an annual salary starting at \$110,429.77.

How to Apply:

Qualified applicants are invited to submit a resume and cover letter via

<https://niagarapolice.formbuilder.ca/Human-Resources/Civilian-Application-Form>

We thank all applicants in advance for their interest. Only those candidates selected to proceed in the process will be contacted.

The Niagara Regional Police Service is an equal opportunity employer which values diversity in the workplace. We will provide accommodations for a disability in employment activities, in accordance with the Ontario Human Rights Code and Accessibility for Ontarians with Disabilities Act. Please contact us at (905) 688-4111 Ext. 102-5129 or careers@niagarapolice.ca if you require any accommodation to ensure that you can participate fully and equally during the recruitment and selection process.