

Director of Supervision and Development

Reporting to: Chief Executive Officer

Location: Huron/Perth

Do you want to make a positive difference in the lives of others? Do you enjoy working with a team that values learning and growth, puts people first, fosters a sense of belonging and supports and empowers our community?

The Huron-Perth Centre is an accredited child and youth mental health centre that offers an employment experience conducive to professional growth and development for all staff. We provide children, youth, parents, caregivers, women, families, and communities with the tools and supports they need to strengthen their mental health and well-being.

Our Vision: Healthy relationships and wellness for all in our community.

Our Mission: Supporting children, youth and families on their mental health journey.

Our Values: positive relationships; stronger together; dignity and self-worth; equity; belonging; hope

What's the Opportunity?

We are looking for a dedicated individual who is empowered by contributing to the mental health and well-being of individuals and families, and thrives in a leadership role, supporting staff professional learning and growth, as well as the development of clinical programs and services. If you are motivated to make a positive difference in the lives of others, then this is the role for you!

As part of the Huron-Perth Centre team the Director of Supervision and Development will provide leadership across the organization, supporting clinical staff and working closely with the Director of Programs and Services. The Direction of Supervision and Development will lead the development, implementation and review of the Centre's clinical supervision model. The Director of Supervision and Development will play a key role in the implementation of our new strategic plan, as well as fulfilling the various aspects of our Lead Agency roles and responsibilities. The Director of Supervision and Development is expected to adhere to the Centre's values and philosophies to support children/youth and their caregivers in accordance with the mandate, policies, and procedures of the Huron-Perth Centre.

Why Work for Us?

The Huron-Perth Centre is the lead agency for children's mental health services in Huron and Perth counties. Our team is committed to the wellness of our clients, each other and to clinical excellence. Our workplaces are brave places for staff and families. We care for our staff team by providing guidance and support, professionalism, and respect.

Join us to:

- Work with an exceptional group of clinicians with the shared purpose of improving the lives of children and youth.
- Have influence on the creation and delivery of programs and services that will directly affect clients and communities for many years to come.
- Provide clinical supervision and support to clinical staff.
- Play a strategic role in the direction of the Centre.

- Forward the goal of betterment of youth and children's' lives in Huron and Perth Counties.

What You'll be Doing:

- As a member of the leadership team, provide leadership to the Centre's clinical supervision model
- As a member of the leadership team, provide clinical supervision to all clinical staff
- As a member of the leadership team, contribute to staff key performance indicators and performance reviews
- As a member of the leadership team, participate in the formulation of goals, objectives and strategic planning related to the provision of quality client services.
- As a member of the leadership team, contribute to decisions regarding staffing allocation among programs and locations.
- As a member of the leadership team, oversee delivery of key program activities, monitor potential risks and opportunities and contribute to operating policies that support Centre policies and objectives.
- In collaboration with the Director of Programs and Services and with the Program Coordinator - Quality Improvement, utilize client database and data dashboards to monitor client journey, volume, caseloads, workloads, and overall client needs in order to ensure the right service at the right time
- Ensure that HPC's employees, policies and systems embrace diversity and equality, and respond respectfully and effectively to people of all cultures, classes, races, ethnic backgrounds, sexual orientations, and faiths and religions in a manner that recognizes, affirms, and values the worth of individuals, family/guardians and communities.
- Comply with the Centre's Occupational Health and Safety policies and procedures.
- Participate in appropriate professional development.
- Report to the Board of Directors in the absence of the CEO.
- Perform additional duties as may be assigned and required.

What We're Looking For:

- Post-Graduate Education in an appropriate area for clinical work with children, adolescents, and families
- Experience in a related setting with 7-10 years related clinical experience
- Experience in the development and implementation of clinical supervision models
- Experience in providing direct clinical supervision to staff (individual and group)
- Registered member in good standing with a college that permits the controlled act of psychotherapy
- Related management experience/training an asset
- Demonstrated leadership and collaborative working relationships with staff and management
- Ability to manage competing priorities
- Strong communication skills-interpersonal, oral and written
- Respect for all aspects of confidentiality
- Working knowledge of Microsoft Windows and Office applications
- Experience with an electronic data system and record keeping practices
- Valid driver's license and access to a vehicle including adequate insurance
- Interest and capacity for ongoing self-development and learning

Anything Else You Should Know?

- Full Time, Permanent Position
- Competitive compensation package
- Offer a flexible work environment, including work from home options, flex time and generous vacation package
- Access to exceptional employee benefits
- Opportunities for professional growth, development, and greater responsibility
- Travel is required across our 3 locations and to attend community-based meetings across the two county area
- There may be times when this role is required to work in excess of the normal workweek to meet supervisory, HR and/or administrative responsibilities.

Hourly Rate: \$47.02 – \$57.34

Closing Date: March 3, 2024

Please email your expression of interest, resume, and proof of qualifications to careers@hpcentre.on.ca

Huron-Perth Centre values diversity and inclusion in our workforce and our services. We believe that diverse perspectives and backgrounds enrich our performance, our communities, and our employees' lives. If you need any accommodation during the recruitment process, please contact (careers@hpcentre.on.ca) We appreciate the interest of all applicants, but only those selected for an interview will be contacted.