

## **Job Posting: Clinical Social Worker – Elizabeth Fry Society of Cape Breton**

### **Yearly Salary: \$70,000 with benefits**

The Elizabeth Fry Society of Cape Breton (EFSCB) is a non-profit, charitable organization that engage with vulnerable women and girls to foster reintegration, rehabilitation, personal empowerment and to address the root causes of criminalization. The women we support are often at a high risk of returning to the cycle of poverty, homelessness and self-harm that can cause criminalization. We are devoted to improving the lives of women in our province through comprehensive housing supports, innovative programming initiatives, justice system reform and through building individual strength and capacity in all of the women we serve. EFSCB provide the structure for marginalized women and girls to transform their lives from a cycle of poverty and insecurity to one of stability, growth and hope.

We are seeking a compassionate and dedicated Clinical Social Worker to join our team at our Community Residential Facility. The successful candidate will demonstrate a strong commitment to professionalism and ethical conduct, adhering to all recognized codes of ethics, standards, legislation, and guidelines relevant to clinical practice and the social work profession.

### **Position Scope:**

As a key member of this team, you will oversee case management and provide crucial direction and support to community advocates. Additionally, you will play a pivotal role in developing intervention plans and intervening in high-need cases.

The Clinical Social worker is a part of the Community Advocate Support team. The Community Advocate Support Team is expected to function within the philosophy and principals, rules of work and policies of the Elizabeth Fry Society of Cape Breton. The Clinical Social Worker will work with individuals on a one-to-one basis and as a group. The Clinical Social Worker will identify intervention needs, goals, and will develop a program plan to address those needs and goals. They will also provide direction to staff when working with these cases.

### **Responsibilities:**

- **Case Management and Supervision:** Provide comprehensive case management services to clients, including assessment, planning, and coordination of support services. Offer supervision and guidance to clients throughout their journey towards positive outcomes.
- **Case Management Oversight:** Utilize your clinical expertise to oversee and coordinate case management services, ensuring comprehensive support and effective interventions for clients.
- **Intervention Plans Development:** Develop personalized intervention plans tailored to the unique needs of individuals.
- **One-to-One and Group Work:** Work closely with clients on a one-to-one basis and facilitate group sessions to foster personal growth and successful community reintegration with a trauma informed focus.
- **Work closely with community organizations.**

- **Maintain an understanding of the Justice System:** Possess a solid understanding of the justice system's workings, including legal processes and procedures, to effectively advocate for clients' rights and navigate potential challenges.
- **Employ Solution Focus/Feminist/Behavioral Approaches:** Employ a range of evidence-based approaches, including solution-focused, feminist, and behavioral techniques, to address clients' needs holistically and facilitate positive change.
- **Non-judgmental/Confidential Skills:** Create a safe and non-judgmental environment for clients, respecting their confidentiality and right to privacy.
- **Demonstrate Problem-Solving Techniques:** Employ effective problem-solving strategies to address challenges and barriers faced by clients, seeking innovative solutions to enhance their well-being.
- **Work with marginalized women and gender-diverse individuals facing multiple barriers,** including poverty, systemic discrimination, disproportionate criminalization, and housing instability.
- **Maintain current certifications in Non-violent Crisis Intervention, Suicide Risk Assessment, and Standard First Aid.**

#### **Qualifications:**

- Master's degree in Social Work (Registered with NSCSW), Counseling, Psychology (Registered, Masters), and current registration with the relevant provincial regulatory body.
- Demonstrated awareness of community resources and programs and skilled in providing advocacy services.
- Experience working/relating with health authorities, government, and community agencies.
- Ability to exercise strong decision-making skills and handle unpredictable situations effectively.
- Excellent problem-solving, organizational, and prioritization skills, with the ability to manage multiple tasks.
- High level of oral/interpersonal/written communication skills, training, and experience in conflict resolution, establishing, and maintaining trust relationships.
- Proficient in working with multiple software applications and managing associated administrative requirements, including accurate record-keeping and case notes.
- Ability to take initiative, work independently with limited supervision, and contribute as an integral member of a multidisciplinary team.
- **Excellent Interpersonal Skills:** Exhibit exceptional communication and interpersonal skills to establish rapport, build trust, and maintain productive relationships with clients and team members.

- Ability to Multi-task: Efficiently manage multiple tasks and responsibilities while maintaining a high level of attention to detail and prioritizing urgent matters.
- Demonstrate ability to collaborate effectively with a multidisciplinary team, fostering a cooperative and supportive work environment to achieve common goals.
- Exhibiting understanding of factors contributing to individuals' involvement in the criminal justice system and the systemic overrepresentation of women and gender-diverse individuals with mental health and addiction issues within this system. Demonstrate an understanding of the representation of Indigenous and racialized women and gender diverse people within this system.
- Counseling Skills: Utilize empathetic and supportive counseling techniques to empower clients, promote self-esteem, and foster personal growth. Demonstrate proficiency in crisis intervention and suicide intervention to ensure stabilization and connection to necessary health services as needed. Utilize various therapeutic techniques based on counseling participants' needs and preferences (e.g., psychoeducation, CBT, DBT, motivational enhancement, trauma counseling, etc.).
- Reliability clearance is required.

If you are a passionate and skilled Clinical Social Worker with experience working with women and gender diverse people and supporting marginalized communities, we encourage you to apply. The Community Residential Facility offers a supportive and holistic work environment focused on making a positive impact on the lives of individuals facing multiple challenges.