



Compass
Community Services

is seeking applicants for the following position:

LEAD, CLINICAL PRACTICE

(Full-Time, permanent)

Compass Community Services is seeking applications for a full-time Clinical Practice Lead to serve residents of Guelph and Wellington County. This position is based at the agency's Guelph and county locations.

Compass is committed to developing a strong organizational culture that connects and inspires all team members. Our mission is to provide responsive and professional resources, fostering wellbeing in our communities.

What Compass Community Services Offers:

Achieving your career goal is important to us. Benefits of working at Compass includes the following:

- Benefits including RRSPs
- 5 paid personal days per fiscal
- Start at 3 weeks' vacation
- Supported sick time
- A collaborative values-based team culture

Position Overview

The Lead, Clinical Practice is responsible for the organization's supervision and oversight of therapy services, addressing customer feedback, and responding to client requests for chart access. The Lead plans for clinical practice within the organization, in collaboration with the leadership team, in support of the Mission, Vision and Values of Compass, applicable legislation and regulations, corporate policies and procedures.

Key Accountabilities

- Identify service needs and emerging trends to support clinical practice at Compass
- Maintain relationships, as necessary with representatives regulatory bodies
- Maintain relationships with other service providers in the community for the purpose of client care and planning
- Will provide leadership in the development of clinical practices at Compass
- Provide confidential clinical supervision, separate from administrative management, to all clinical personnel
- Assess clinical strengths and growth areas, and lead the organization and execution of clinical

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- development training
- Ensure timely dissemination of information to staff, as appropriate
- Assist in implementing new programs
- Provide oversight to the clinical interns at the agency
- Manage risk of client information and processes
- Provide clinical supervision to therapists and interns, and arrange for agency-specific training
- Contribute to agency policy for clinical practices, in accordance with relevant legislation and accrediting bodies
- Review and/or prepare reports as required by clients, lawyers, courts, etc.
- Ensure staff have completed training requirements in accordance with regulatory colleges
- Participate in staff meetings, committees, in-service education and any external committees as required
- Perform other duties and responsibilities as determined by the Director, Mental Health and the Executive Director
- Support a healthy workplace that embraces diversity, encourages teamwork and complies with all applicable and regulatory requirements
- Develop clinical growth learning plans with clinical personnel
- Assist in conducting objective and constructive performance reviews for clinical personnel
- Work with Directors and Human Resources in the hiring of appropriately qualified staff
- Act as a knowledge broker for changes in any legislative, policy or procedural changes that support any regulatory or legislative changes or that support quality improvements in programs services or service delivery practices
- Act as a knowledge transfer agent for issues pertaining to leading best practices, legislative and regulatory standards
- Perform additional duties as assigned

Qualifications

- Masters degree in a counselling field (MSW preferred) with professional registration with a regulating body.
- Demonstrated experience as a clinical supervisor of therapists and interns
- Knowledge and experience working in the Not-for-profit (community benefit) sector
- Five or more years of experience in a similar role/environment
- Excellent interpersonal and communication (verbal and written) skills
- Demonstrated ability to work sensitively with people from many cultural backgrounds, levels of ability and income levels
- Strong time management and organizational skills
- Ability to work both independently and as part of a team
- Demonstrated proficiency in operation and use of a computer, related technologies and software required for the role(s)
- Satisfactory Vulnerable Sector Check
- Valid driver's license, appropriate automobile insurance as required by Compass and access to a road-worthy vehicle required.
- Knowledge and experience working with Microsoft Office Suite.
- Knowledge and experience working with Jane or other similar Client Management Software an asset.
- Valid driver's license, appropriate automobile insurance as required by Compass
- This position requires the candidate to produce a Vulnerable Sector Check satisfactory to the agency prior to commencement of employment.

This position is full-time (35 hours/week) permanent.

Interested applicants are invited to submit a resume and cover letter by email to:
HR@compasscs.org

Compass believes in a diversity-friendly work environment and encourages all people with the above qualifications, including those of all cultural backgrounds, ethnicities, sexual/gender identities, abilities, and beliefs, to apply. AI is used to screen resumes to screen for meeting basic criteria.

This posting will remain active until the position has been filled. We thank all applicants for their interest in this position and regret that we are able to contact only those being invited for an interview.

In accordance with the Ontario Human Rights Codes, Accessibility for Ontarians with Disabilities Act (AODA) and the agency's Accommodation Policy, accommodations will be provided at any point throughout the hiring process, provided the candidate makes their accommodation needs known to Compass.

