



## POSITION DESCRIPTION

**POSITION TITLE:** Social Worker

**RESPONSIBLE TO:** Chief Operating Officer

### GENERAL ACCOUNTABILITIES:

*The **Social Worker** serves as a champion of the Vision and Mission and promotes an environment that is consistent to the Health Centre's Statement of Values and Principles. The Social Worker is an essential member of the client-centred health professional Team. The Social Worker will work with the other members of the Health Centre's teams to effectively and efficiently serve Health Centre clients through traditional, non- traditional and innovative approaches to service delivery within the broad determinants of health framework.*

### SUMMARY OF FUNCTIONS:

The Social Worker provides short-term solution focused individual counseling and group work to support mental health concerns for Clients and Participants of the Health Centre. The Social Worker uses a determinants of health philosophy, by taking into account risk factors (medical, social, psychological and environment) in a manner which can be understood by the client, and when applicable, their families The Social Worker will implement one-on-one support and treatment for clients experiencing mental health concerns, group programming, and supports for engaged family members.

### SPECIFIC ACCOUNTABILITIES:

1. Optimize the functioning and independence of clients by providing relevant trauma informed counselling and support to individuals, couples, families and groups from a broad age range as Compass is often serving marginalized communities. Short-term care with the possibility of long-term support depending on complexity of issues needing to be addressed.
2. Ensure appropriate treatment is delivered by maintaining client records, assessment notes and correspondence within the safeguard of confidentiality.
3. Ensure comprehensive treatment for clients by continuously providing the Health Centre's interdisciplinary team consultation on psychosocial issues.
4. In conjunction with the health promotion staff, organize & conduct various programs that meet clients' needs as they arise.
5. In collaboration with the Primary Care and Mental Wellness teams ensure that clients receive comprehensive care and support, utilizing all resources and programs within Compass and those available in the broader community.
6. Act as a resource person to Health Centre staff, clients and community partners by compiling information on community resources and facilitating access to those resources.
7. Build and maintain relationships with the various social agencies in the City of Hamilton and beyond.
8. Assist in the development and implementation of new programs that address community health needs by collaborating with Health Centre staff and other related agencies, including grant proposals, program development and evaluation, and group facilitation.

9. Participate in community groups and committees relating to the development and delivery of health care and social services in the community.
10. Participate in the health promotion team and in development of ongoing health promotion programs and activities.
11. Participate in supporting placements of University and College placement students and providing supervision as needed.
12. Write advocacy letters for clients (for housing, support, immigration, refugee status, etc.)
13. Other duties as may be assigned

**SPECIFIC TARGETS:**

The approximate number of clients seen in individual appointments will be six per day (based on a 7.5-hour work day), although this may fluctuate when facilitating group sessions. The average appointment length will be 45 minutes with the exception of those where an interpreter is engaged or when advocacy and procedures require more time, or if a quick check-in is required – in which case appointment length will be 20 minutes.

**QUALIFICATIONS:**

- Thorough knowledge of and proficiency in current psychosocial theory and short-term solution focused counselling approaches
- Thorough knowledge and understanding of community resources
- Ability to deal effectively with crisis
- Excellent communication and interpersonal skills
- One to three years of experience in a community-based human service organization
- Demonstrated ability to work in an interdisciplinary team environment
- Proven skills in group facilitation
- Bachelor's or Master's in Social Work from a recognized university
- Eligibility for membership in the Ontario Association of Social Workers
- Membership in the Ontario College of Social Workers and Social Service Workers (OCSWSSW)

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I understand the requirements, essential functions and duties of the position.

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Date