



At the CMHA Grey Bruce we cultivate hope, resilience and community for those who live with, and are impacted by, mental illness and/ or/ addiction. We are driven by our values of compassion, dignity, inclusivity, integrity and choice. We will create an inclusive community inspiring hope, choice and well-being for all.

We are currently recruiting for:

<b>LIFE ENRICHMENT WORKER          PERMANENT FULL TIME          multiple positions available</b>	
<b>JOB ID:</b> 2024-33R	<b>LOCATION:</b> Owen Sound
<b>JOB TYPE:</b> Non-Union	<b>DEADLINE TO APPLY:</b> open until filled

Reporting to the Coordinator of Community Mental Health and Addiction Services, the Life Enrichment Worker will work within the context of a client centered, harm reductions, 24 hour on site transitional housing program called 14<sup>th</sup> Street. Within an interdisciplinary team, the Life Enrichment Worker supports clients with activities of daily living and maintaining their living environment for those living with serious mental illness and addictions. The Life Enrichment Worker will be required to work: days, evenings, overnights, weekends and holidays as required on a rotating schedule. Flexibility is required with schedule to meet the needs of the clients.

- Build relationships with a caseload of clients to support their unique recovery from homelessness
  - Provide one on one support to clients with the goal of improving their life skills (i.e. cooking, cleaning, fitness, budgeting support, health strategies, community integration, social skills development etc.)
  - Plan, implement and assess small group programming to support the overall health and wellbeing of the clients and improve community engagement
  - Work as a member of a team to case conference with diverse service providers to broker supports for the clients
  - Provide client documentation, report writing and program planning documentation
  - Participate in team responsibilities with the case management team and regular ongoing training and ongoing coaching and development
- **Knowledge & Skills:** Advanced clinical skills and knowledge of relevant mental health and addiction best practice guidelines, Advanced skill and knowledge in psychotherapy/addictions/mental health treatments/mental illness/crisis response/de-escalation of aggressive and violent behaviour, Familiarity with a Harm Reduction approach to client engagement and treatment, Understanding and appreciation of Personal Health Information and Protection or Privacy Act (PHIPPA), mental health and addiction relevant legislation, employment standards, labour legislation, Microsoft Office applications, Outlook Calendar, and other computer software applications.
  - **Communication:** Clear and concise written and oral communication, relating interpersonally; planning, leading, negotiating, directing, motivating, and organizing.
  - **Leadership:** Ability to develop and maintain constructive working relationships with colleagues. Ability to respond to best practices, organizational norms, and competing demands, Ability to teach and model senior practitioner level skills in direct service delivery. Demonstrated ability to translate best practice research into practical application in a clinical setting.
  - **Project Management:** Experience in project/program development involving multiple partnerships with various community stakeholders. This includes research, planning, coordination and execution of all project related activities.

- **Decision Making and Problem Solving:** Able to take action in solving problems while exhibiting sound judgement with a realistic understanding of issues. Able to use reason, even when dealing with emotional topics. Able to define alternate courses of action. Trouble-shoots solutions and challenges assumptions.
- **Tolerance of Ambiguity:** Able to withhold or delay response in the absence of important information. Able to tolerate unresolved situations, handle frequently changing priorities, and delays or other unexpected events.
- **Decisiveness:** Able to make decisions quickly on available information, taking appropriate action, and standing by the decisions made. Able to deal with emergencies as they arise.
- **Creativity:** Able to develop unique and novel solutions to problems; uses intuition and new ways of thinking to generate new ideas; presents information in an attention-getting and interesting manner.
- **Coping:** Able to maintain a mature problem-solving attitude while dealing with interpersonal conflicts, hazardous conditions, personal rejection, hostility or time demands.
- **Reading the System:** Able to recognize and use information about the organizational climate and key individuals in order to accomplish organizational goals; be aware of the importance of timing, politics and group processes in managing change.
- **Team Building:** Skilled in participative management, able to challenge negative attitudes, build personal and team goals, and demonstrate concern for all members of the team. Ability to work independently and with a team.

Hours of work are 37.50 per week. 24/7 coverage, rotating schedule including days, evenings, nights, weekends and holidays. Flexibility is required with schedule to meet the needs of the clients. Working in a busy environment with frequent interruptions.

### What we offer you

- A competitive hourly wage ranging between \$27.14 and \$29.97 (5 step grid)
- Vacation of 4 weeks to start, 5 weeks at 5 years, 6 weeks at 10 years
- Paid personal, floater and sick time
- Comprehensive benefits program & HOOPP pension
- Discounted gym membership
- In house training for First Aid/CPR, Mental Health First Aid, Non-Violent Crisis Intervention, Applied Suicide Intervention Training
- Celebratory and camaraderie events
- A supportive and collaborative work environment

### What you will bring

- College Diploma in social sciences or health related field
- Minimum 1 year experience working with marginalized populations and demonstrated ability to develop rapport with marginalized population considered asset
- Passion to support people living on a low income with support needs
- Ability to relate and interact well with the individuals we serve who have experienced homelessness, poverty and trauma
- Strong interpersonal, emotional intelligence and resilience skills
- Ability to manage conflict and de-escalate situations
- Excellent oral and written communication skills
- Ability to work effectively with people with various abilities, life situations and cultural backgrounds
- Exemplary emotional intelligence, resilience, communication, conflict management and problem-solving skills required
- Exemplary written and oral communication skills

- Understanding trauma informed practice when supporting individuals with mental illness and substance misuse
- Ability to work professionally as a team member with staff, clients, and community members.
- Must be dependable, professional, flexible, a team player, and have a positive attitude
- Respectful, supportive, and engaging approach to persons with addictions, mental illness, and other life challenges
- Commitment to understand and uphold the mission and values of CMHAGB is expected
- A valid Canadian driver's license and the use of a reliable personal vehicle
- Minimum \$2,000,000 third party liability vehicle insurance
- A satisfactory police record check including vulnerable sector screening

### **Ready to apply?**

Interested applicants are invited to submit a cover letter & resume to: [recruiting@cmhagb.org](mailto:recruiting@cmhagb.org)

*CMHA Grey Bruce is an equal opportunity employer and is committed to providing a welcoming and inclusive workplace. We welcome employment applications from people with disabilities and provide accommodation upon request during the recruitment and selection process. All applications will be treated as confidential and will be used for recruitment purposes only. CMHA Grey Bruce is an equal opportunity employer.*

*We thank all applicants for their interest, however only those selected for an interview will be contacted.*