



Clinical Supervisor

Child and Community Resources

Based out of Thunder Bay or Sault Ste. Marie (2 separate positions), the Clinical Supervisor will work across Child & Community Resources' (CCR) Ontario Autism Program providing behaviour analytical services as well as clinical oversight. The Clinical Supervisor will be required to flexibly complete portions of their work autonomously while some work will require extensive communication and relationship building, internally and externally. An oversight of clinical services and clinical integrity will also be a role of the Clinical Supervisor, they must be able to deliver clear and supportive feedback. The Clinical Supervisor will also assume accountability for their work and for those they supervise in accordance with legislation and standards of practice of the Behaviour Analyst Certification Board as well as the College of Psychologists of Ontario.

Essential Responsibilities and Duties

Quality / Accuracy of Work

- Ability to analyze setbacks and seek feedback to learn from mistakes
- Exercises sound judgement and obtains relevant information before making decisions
- Adherence to policies, procedures and high quality standards

Communication – Internal and External

- Communicates and receives ideas, views and concerns effectively and respectfully
- Knows and effectively communicates the goals of the agency and program/service

Client/Consumer Service

- Understands the community needs related to service outcomes and referrals to service
- Provides individualized approach to engaging families, staff and community partners based on cultural/social/emotional needs

Commitment

- Demonstrates CCR's values of trust, integrity, relationships and learning in day to day work
- Engagement in CCR's dynamic coaching and Performance Review Plan process
- Flexibility in work patterns and travel to meet client/agency need
- Positive and constructive attitude in the face of change with openness to new solutions

Attendance / Dependability

- Meets attendance, punctuality and accountability standards with independent time management
- Work tasks are consistently submitted/completed on time

Process Improvement

- Identifies challenges, gaps or barriers and productively engages in solution-based discussions with colleagues and supervisors
- Accepts and makes changes in support of agency initiatives

Teamwork

- Operates from a group perspective (demonstrates respect for team and agency processes)
- Recognizes the value of diversity within the workplace and strives to contribute to a safe, healthy, and respectful workplace environment

- Proactively addresses interpersonal/intrapersonal issues that may affect individual/team
- Fulfills responsibility for agreements made in collaborative arrangements or team meetings

Clinical Supervision

- Strives to provide quality service and care for children and families by doing clinical supervision, consultation, training and evaluation for assigned clinical team members in accordance with program guidelines and legislation and standards of the Behaviour Analyst Certification Board and the College of Psychologists of Ontario

Education, Experience, Knowledge and Skills Required

Education and Qualifications

- Masters' degree in the field of psychology
- Certification with the Board Analyst Certification Board (BACB) preferred

Job Knowledge / Skill Development

- Minimum of 3 years' experience training and/or supervising others to provide behaviour analytics
- Competency in delivery and oversight of Intensive Behaviour Intervention, as well as behaviour assessment and treatment for children and youth with ASD
- Write clinical reports summarizing client strengths, needs and recommendations
- Ability to analyze and synthesize data
- Ability to communicate effectively in both official languages is an asset
- Engagement in the leadership work of the agency
- Exceptional communication and engagement skills and experience with children and youth with developmental concerns and ASD and their families
- Other duties as required

To apply to this role, submit your resume, in confidence, specifying the **job title**, by **April 27, 2017**, to **Phelps Talent and Executive Search**, quoting **PH178674** at **ccr@phelpsgroup.ca**.

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