

Psychologist

As a registered Psychologist, make your contribution at the Ministry of Labour, where you will provide workplace harassment and violence subject-matter expertise from a psychological perspective. You will support the Ministry's policies and programs to ensure protection, compliance and enforcement in workplaces across the Province.

What can I expect to do in this role?

In this role, you will:

- Perform Workplace Harassment Action Plan Program research, policy and program development and review, and represent the program by participating as an expert in related committees and meetings with internal and external contacts.
- Provide specialised, professional expertise in support of Ministry investigations (which may be sensitive and emotionally-charged) and inspections.

Location: Toronto

How do I qualify?

Mandatory

- You are currently registered with the College of Psychologists of Ontario as a Psychologist in the Province of Ontario.

Knowledge:

- You have knowledge of the science and practices of psychology.
- You have an understanding of organizational theory related to relationship dynamics in the workplace in order to anticipate and respond to developments and issues sensitively and effectively.
- You keep apprised of trends, developments and advances in workplace harassment and violence and related subjects.
- You have knowledge of the Ontario business/industrial community, the occupational health and safety system, and the human rights framework to use as a context for policy and program development and review, as well as individual investigations.

Judgement, Analytical and Problem-Solving Skills:

- You can execute valid policy and program research.
- You can develop policy and program content and conduct sensitive assessments in the field and ensure their validity.
- You can interpret and apply related legislation (Occupational Health and Safety Act, Workplace Safety and Insurance Act, Freedom of Information and Protection of Privacy Act, Ontario Human Rights Code).
- You have discretion and due regard for confidentiality regarding the revelation and discussion of sensitive, personal information.
- You use discretion and judgement to advise, collaborate, work collegially and negotiate agreement with internal and external stakeholders.

Interpersonal and Communication Skills:

- You have oral and written communication skills, listening and documentation skills, to obtain and communicate information and expert interpretations of policies and programs in clear language.
- You have experience conducting sensitive interviews.
- You can prepare, deliver and evaluate training and presentations.
- You have interpersonal skills to obtain and sustain trust, and maintain strong working relationships with multi-disciplinary staff and diverse contacts.

Time Management and Project Management Skills:

- You can balance competing demands to effectively meet deadlines.
- You have leadership, teamwork and project management skills in order to participate in/lead program activities and committees, projects, etc.

Salary: \$85,924.80 - \$112,403.20 per year

Additional information:

- 1 Permanent, 505 University Avenue, Toronto, Toronto Region

Please apply online, only, at www.ontario.ca/careers, quoting **Job ID 111986**, by **Tuesday, October 24, 2017**. Please follow the instructions to submit your application. Faxes are not being accepted at this time.

If you require a disability-related accommodation in order to participate in the recruitment process, please contact us at www.gojobs.gov.on.ca/ContactUs.aspx to provide your contact information. Recruitment Services staff will contact you within 48 hours. Only those applicants selected for an interview will be contacted.

The Ontario Public Service is an inclusive employer. Accommodation will be provided in accordance with Ontario's *Human Rights Code*.

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