

# JOIN OUR TEAM



**Are you ready to positively change lives in Thunder Bay?**

**A career at Thunder Bay Counselling could be your solution.**

We're looking to add an experienced counsellor/psychotherapist with a wealth of clinical knowledge to our leadership team.

If you're looking to join a team of professionals who value equity, diversity and inclusion, we'd like to meet you.

## POSITION:

## DIRECTOR OF CLINICAL SERVICES

### Thunder Bay Counselling provides:

- Competitive compensation
- Excellent paid time off benefits
- Extended health & dental coverage
- Life, accident, and critical illness insurance
- Exceptional retirement plan contribution opportunities
- Flexible work schedules and locations

### APPLICATION DEADLINE:

Tuesday, March 14th - 4:30 p.m.

Please submit a cover letter and resume to:

Allane Danchuk, Director of Business & Finance  
[careers@tbaycounselling.com](mailto:careers@tbaycounselling.com)

**Visit us online for a full job description.**

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*Thunder Bay Counselling is an equal opportunity employer. We celebrate and support the differences in thoughts, views and beliefs that come from diversity in race, colour, abilities, gender identity and expression, sexual orientation, age, religion, relationship and family status, and socioeconomic backgrounds. We strive for a workforce that is representative at all levels of the people we serve. We encourage and welcome applications from qualified individuals of equity groups. Accommodations are available upon request at any stage in the selection process.*

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# JOIN OUR TEAM OF TRUSTED PROFESSIONALS

## POSITION:

## DIRECTOR OF CLINICAL SERVICES

This position is responsible for the clinical integrity of our services and will provide leadership in service delivery, evaluation and continuous improvement, being proactive and responsive to changing community needs and issues.



## Areas of Responsibility

The Director is responsible for:

- Designing and supporting the consistent delivery of services that are reflective of current research and emerging/promising practices
- Fostering a culture of continuous quality improvement
- Advancing the organization's diversity, equity, inclusion, and anti-racism framework, reducing inequities for people in accessing and receiving services
- Achieving and reporting on service-related outcomes in alignment with intended performance indicators
- Engaging people with lived and living experience to inform service delivery
- Building intentional and strategic cross-sector relationships to ensure collaboration in service delivery
- Supporting the development, growth, engagement and retention of the organization's clinical human resources
- Day to day clinical oversight, mentorship and empowerment of program supervisors and front-line staff where required

## Qualifications

The successful candidate requires at minimum:

- A Masters level degree in social work or related field and registered with the Ontario College of Social Workers and Social Service Workers or the College of Registered Psychotherapists of Ontario
- Understanding of and commitment to diversity, equity, inclusion and anti-racism with the ability to apply a diversity framework to all areas of responsibility

## Knowledge and Skills

The successful candidate should be able to demonstrate evidence of:

- Extensive knowledge of clinical theory and evidence informed practice in mental health, addiction, sexual and intimate partner violence, abuse, trauma and related fields
- Experience and awareness of working with people across the lifespan, including children, youth, adults and older adults
- Understanding of the social issues impacting our community and clients we serve
- Being a strategic, critical and analytical thinker who can provide evidence of turning ideas into actions
- Being a strong operational leader who can execute on a plan, establish and meet goals and oversee clinical services at an organizational level
- Knowledge of and experience in developing quality assurance plans and in utilizing quality improvement principles, tools and methodologies
- Experience in service evaluation
- Understanding the impacts of intergenerational trauma in the Indigenous community and a sound understanding of culturally relevant approaches in service delivery
- Ability to establish and maintain effective relationships both internally and externally
- Experience providing advanced level training in clinical theory
- Excellent leadership and supervisory skills