

[Internal /External Job Posting](#)

Position:	<b>Early Intervention Case Manager, Culturally Focused-Tamil Community</b>		
Program:	<b>Early Intervention- Mental Health and Addictions Case Management Program-East</b>		
Supervisor	<b>Senior Manager, Mental Health and Addictions Case Management Program, Early Intervention Program, and the Lawrence East Partnership Program</b>		
Number of hours:	<b>37.5 hours per week</b>		
Primary location:	<b>Scarborough and East Toronto with travel throughout the GTA</b>		
Posting in effect:	<b>April 21, 2021 to 5pm May 7, 2021</b>	Start Date:	<b>ASAP</b>
Salary Range:	<b>Starting at \$25.74 per hour</b>	Vacancy:	<b>1</b>
Status:	<b>Bargaining Unit, Permanent, Full-Time position</b>		

**A. THE ORGANIZATION**

Fred Victor is a not-for-profit, multi-service community-based organization that has assisted people living with significant challenges in Toronto for over 125 years. We work in partnership with people from diverse backgrounds who are challenged by poverty, homelessness, mental health, physical health, substance use, and/or social isolation to address their needs and hopes and advocate for an equitable society. Fred Victor works to uphold the values of respect, choice and inclusion. Please see our website at [www.fredvictor.org](http://www.fredvictor.org)

**B. The Program**

The Early Intervention, Culturally Oriented Program assists youth 14-35 who are having significant difficulties in day-to-day living as a result of psychosis or concurrent mental health and substance use challenges; and youth living in Scarborough who are newly entering the mental health system or have received services/treatment for less than one year. Services are available to all clients with the capacity to serve clients culturally and linguistically from the Caribbean community and the Tamil community.

**C. KEY RESPONSIBILITIES:**

1. Support clients to maintain housing and/or to live independently
2. Assess the client's support needs and wishes (daily living skills, housing, finances, social networks, employment, educational, and health needs etc.)
3. Assertive engagement and relationship building which involves actively locating clients; home visits and community work are a major part of this work
4. Work with caregivers to support the client with client consent and as appropriate
5. Assist clients to identify and achieve their goals
6. Assist clients to use problem-solving skills
7. Assist clients to develop a supportive network
8. Use of conflict resolution and crisis intervention skills as needed
9. Use of supportive counselling techniques to assist clients to gain self-confidence and progress in their goals
10. Work with clients and their families to acquire and maintain needed services, resources and supports
11. Provide culturally and linguistically focused intensive case management and community support
12. Work in accordance with provincial EPI Standards
13. Develop and maintain effective working relationships with internal/external service providers, and resources
14. Maintain program and agency documentation as per Fred Victor policies
15. Maintain confidentiality as per the Personal Health Information Protection Act (PHIPA) and Fred Victor Privacy policy
16. Follow risk assessment guidelines and adhere to health and safety policies and procedures
17. Work with the Manager to utilize supervision appropriately

18. Participate in agency and other meetings and initiatives as required
19. Promote the values, vision and mission of Fred Victor
20. Travel is required throughout Toronto and occasionally the GTA

**D. QUALIFICATIONS:**

1. A degree/diploma in Social Services, Psychology, Health or related area
2. At least two years working with youth experiencing severe and persistent mental health challenges or concurrent mental health and substance use challenges
3. Demonstrated experience working in a client-centred, strengths-based approach in case management
4. Demonstrated knowledge of culturally responsive approaches that engage caregivers
5. Extensive knowledge of relevant legislation (eg. Mental Health Act)
6. Knowledge and understanding of a mental health recovery model and an informed trauma framework
7. Ability to use creative outreach techniques in order to develop a positive working relationship
8. Strong understanding, analysis and commitment to social justice issues, equity, anti-racism and anti-oppression knowledge and practices
9. Strong in self-motivation and working in a team; excellent problem solving and decision making skills
10. Computer literacy in Microsoft (Word, Excel, PowerPoint, Outlook); experience in Pirouette, Ontario Common Assessment of Need (OCAN), is an asset
11. Strong verbal and written skills
12. Direct personal experience of the mental health system is an asset
13. Proficient in the Tamil language with demonstrated understanding of the Tamil culture
14. Ability to speak other languages is an asset

**E. HOW TO APPLY**

Please send your resume and cover letter by email by **5pm on Friday May 7/21** to [vrobertson@fredvictor.org](mailto:vrobertson@fredvictor.org)

Only candidates who are short-listed for an interview will be contacted. No phone calls or faxes please

Please quote the position in the subject line

**A Police Record Check is required by the successful candidate prior to hiring**

***Fred Victor strives to foster a workplace that reflects the diversity of the community we serve and welcome applications from all qualified candidates. We are also committed to developing an inclusive, accessible selection process and work environment. If contacted, please advise the hiring manager if you require any accommodation measures to ensure you will be interviewed in a fair and equitable manner. Information received relating to accommodation requests will be treated with confidentiality.***