

## INTERNAL/EXTERNAL

<b>Job Title:</b>	Mental Health and Addictions Case Manger – Somali Program
<b>Position Type:</b>	Bargaining Unit, Permanent, Full -Time
<b>Number of Positions:</b>	1
<b>Rate:</b>	\$26.52 per hour
<b>Vacation:</b>	4 weeks to start
<b>Benefits:</b>	Group benefits with Life Insurance, AD&D, Extended Health and Dental Care with premiums 100% paid by the employer, LTD with premiums 100% paid by employees; paid sick leave and float day
<b>RRSP:</b>	RRSP with 6.5% employer contribution and 4% employee contribution after successful completion of probation
<b>Hours:</b>	37.5 hours per week
<b>Supervisor:</b>	Senior Manager, Mental Health & Addiction Housing first programs
<b>Posting Date:</b>	August 04 <sup>th</sup> , 2022
<b>Application Deadline:</b>	August 18 <sup>th</sup> , 2022
<b>Location:</b>	800 Bay street & various Fred Victor Locations

### Why Fred Victor?

Fred Victor is a not-for-profit, multi-service community-based organization that has assisted people living on low incomes in Toronto for close to 125 years. We work in partnership with women and men from diverse backgrounds who face poverty, homelessness, mental health issues, addictions, and/or social isolation to address their needs and hopes and advocate for a more equitable society. Please see our website at [www.fredvictor.org](http://www.fredvictor.org). Fred Victor works with a highly diverse population of people and upholds the values of respect, choice and inclusion.

The Somali Mental Health Program provides culturally and linguistically focused intensive case management to Somali clients (16 and over) dealing with mental health & addiction challenges. Case Manager will work within an intensive case management model, which is client centered and based in harm reduction, to assist with community integration, life skill development, financial stability, socio-recreational interaction, recovery, and all other aspects of housing and mental health stability. Client's needs and stability of supports will be assessed on an on-going basis based upon a client's specific needs and level of support needed to meet their goals; support plans will be developed and monitored.

### Does this sound like work you want to be a part of?

We offer a (high-energy/learning/caring/supportive/collaborative) environment, an opportunity to join a diverse team of caring professionals and a chance to make a difference. With over 60 programs and services and more than 21 sites, there are lots of opportunities to grow your career with us. Many members of the management team started in relief and front-line roles.

### **What You Will Do (Position Summary)**

- Provide culturally & linguistically focused intensive case management and community support. Conduct regular home visits focused on specific activities/outcomes that result in the client moving toward independence
- Engage with clients and their families (when appropriate) in order to explain the assessment process and the role of the mental health & Addiction case manager, and the agency.
- Assess the client's community support needs and wishes (i.e. daily living skills, housing, finances, social networks, vocational and educational goals, environmental resources, etc.), using Ontario Common Assessment of Needs (OCAN)
- Utilize shared assessments and Integrated Assessment Records (IAR).
- Develop and maintain effective working relationships with key supports and resources in the community as deemed necessary for the benefits of the clients.
- Follow risk assessment guidelines and adhere to safety policies and procedures
- Maintain confidentiality as per "Personal Health Information Protection Act".
- Additional duties as required.

### **What You Bring to the Team (Qualifications)**

- A degree/or diploma in social services/health with a minimum of at least two years of work experience with adults with serious mental health problems, preferably in both traditional and non-traditional mental health services environment.
- Fluent in Somali with demonstrated work and significant understanding of the needs and services for Somali individuals with mental health and addiction challenges.

### **What Sets You Apart**

- Demonstrated knowledge of working with refugees, and first and second generation immigrants with mental health challenges, with an emphasis on providing support through a recovery and strength based approach.
- Demonstrated knowledge of culturally responsive approaches that engage families and significant others.
- Ability to integrate anti-oppression, anti-racism, critical disability, 2SLGBTQ+ and trans-positivity, trauma, recovery approach in support to mental health and strengths-based principles into practice of the issues that impact immigrant, first and second generation immigrants, and an ability to work with individuals dealing with mental health challenges and problematic substance use in a respectful, non-judgemental and consistent manner.
- An understanding of the functions of case management, including assessment, service planning, skills teaching, linking and monitoring & discharge and transition;
- Knowledge of psychosocial rehabilitation and recovery principles, and an ability to put these into practice;
- Ability to work effectively with a multidisciplinary team made up of various disciplines including psychiatrists, concurrent disorders therapist, nurse, housing and outreach workers.
- Extensive knowledge of systemic issues related to immigration, racialization, housing, poverty and mental health;
- Extensive skills in mental health, harm reduction, and marginalized individuals with complex needs



- The position requires the following Core Association Competencies: advanced competence in: Effective Interpersonal Communications; Teamwork and Collaboration; fundamental: Ethics and Self-Management; Being Client Focused; Relationship Building and Partnering; Being Results Focused; Valuing Diversity and Social Inclusion.
- Documented ability to conduct assessment using standardized assessment tools through previous experience or education.
- Excellent documentation skills and the demonstrated ability to document regularly and within expected time frames for the program.

### **Compensation and Benefits**

- Somali Mental health and Addiction case manager Fred Victor offers a salary range of \$26.52
- 4 weeks of vacation to start + 1 float day
- Generous paid sick leave allowance
- A comprehensive Dental, Extended Health and LTD group benefits package includes individual and family coverage, including prescriptions, hospital accommodation, hearing care, paramedical practitioners and a wide variety of dental care. Additional insurance includes vision care and travel for emergency medical services.
- 6.5 % of your gross salary will be contributed to a group RRSP on your behalf after successful completion of probation; you will contribute 4% of your gross salary to the same RRSP
- Access to employee and family assistance plan

### **Working Conditions**

- Staff will work in a variety of environments including Fred Victor offices, client meetings in the community, doctor's offices, Community Centre's, public spaces, and clients' homes.
- Due to the nature of our client population, you may be in contact with individuals who are in crisis, who may be ill, using substances and/or not attentive to personal health and safety for themselves, as such, all off site visits must adhere to program health and safety procedures and protocols.
- Travel is required primarily in West Toronto and the former City of Toronto with occasional travels throughout the Greater Toronto Area;
- Client accompaniment and client home visits are a major component of this work;
- Car and a valid driver's license is required for this position.

### **How You Can Apply**

Send your resume and an email describing why you want to be part of the Fred Victor Team by August 18, 2022 to [kyusuf@fredvictor.org](mailto:kyusuf@fredvictor.org) with Mental Health and Addictions Case Manger – Somali Program in the subject line.

A Police Record Check is required by the final candidate prior to hiring.

All candidates offered a position with Fred Victor from September 30, 2021 onward must be fully vaccinated and provide proof of their vaccination as a condition of employment. Fred Victor will comply with its Human Rights obligations and accommodate employees who are legally entitled to accommodation.



### **Accessibility & Accommodation**

Fred Victor is committed to fostering an inclusive and accessible environment where employees feel valued and respected, and where every employee has the opportunity to realize their potential. As such, we welcome and encourage applicants who identify as racialized persons, Indigenous persons, persons with disabilities, and persons across the spectrum of sexual orientation and gender identities and have lived-experience

If you are a person with a disability and require accommodation and/or assistance during the application process, please contact us in advance. We strive to provide reasonable accommodations whenever requested. Information received relating to accommodation requests will be treated with confidentiality.