



Clinical Manager

Guelph, ON

PT 3-4 days/week 20-30 hrs/wk 6 month Contract May-October 2022

\$27-\$35/hr depending on experience

Fanjoy Culinary + Wellness Centre is hiring a Manager, Counselling & Junior Chef Programs Team who will provide clinical leadership through supervision of assigned staff, ensuring practices are competency-based, collaborative, culturally relevant and evidence-informed.

Fanjoy is a culinary social enterprise agency whisking together educational culinary programs with a range of therapeutic interventions and counselling programs. We assist youth to successfully prepare for living independently, help those who are isolated find and build community that will improve their overall well being, and assist and youth and adults individuals that may not otherwise want to seek "traditional health care services" to improve their overall well being. We believe that people can heal past traumas, mild to moderate mental health concerns such as depression/anxiety and eating disorders by accessing formal and informal supports if they are coordinated with a wrap around approach and offered a 'continuity of care' across the lifespan, when it's needed. Our current programs include Culinary Fundamentals Courses, Culinary + Life Skills Programs, individual, parenting, and family counselling as well as online ZOOM culinary classes, life skills coaching and counselling. The successful candidate will oversee growing our Junior Chef Culinary + Life Skills Program & staff including streamlining our intake processes, providing assessments, parent support group and providing clinical direction and supervision to our growing interdisciplinary Counselling Team.

Key Responsibilities:

- provide joyful, heart centred and evidence based leadership to our interdisciplinary team supporting our Mission, Vision and Values;
- ensure that college regulatory requirements, including record keeping are being met in a timely, efficient and secure manner;
- provide ongoing relevant, evidence based, anti-oppressive and innovative recommendations to our team regarding improvements to our current policies and practices with a trauma informed lens and growth mindset;

- To establish, dashboard and monitor relevant program outcomes, inline with the implementation of the agency's strategic plans and tracking of outcomes for both our internal growth and all external reporting requirements, including preparing PowerPoint, ZOOM, Word and other technical presentations for external partnering agencies, our Annual Report, and/or other stakeholders; having both Mac & PC based knowledge is an asset but strong tech skills in one or the other is necessary in this leadership role
- Provide constructive, growth oriented and mindful supervision to assigned staff on a regularly scheduled and adhoc basis. This includes:
- Supporting a competency-based, trauma informed & collaborative service approach to working with youth and their families, young adults developing 'adulting' skills required for healthy independent living or adults seeking individual counselling (e.g. Family Systems, Narrative Therapy, Solution-focused Therapy, ACT & CBT);
- Providing leadership with respect to use of competency-based and evidence-informed practices that are appropriate for diverse communities including LGBTQ2S+ clients and their families;
- Overseeing with a goal of constant improvement, our client service processes including intake, management that ensures responsive wait times of less than four weeks and assignment of clients to the most appropriately skilled clinician;
- Ensuring that programs and services are delivering the agreed upon services and meeting established targets;
- Fostering skills and knowledge to address complex mental health issues;
- Developing and maintaining a skillful and collaborative counselling team;
- Ensuring opportunities for ongoing learning opportunities for counselling team;
- Conducting yearly evaluation of assigned staff to insure clinical and administrative competence in performance, to identify strengths and challenges and to plan for continuing development of skills and knowledge relevant to job.
- Ensures quality of service by overseeing the recruitment, hiring, training, development, management of assigned staff, consistent with staff and agency needs;
- In the event of crisis or critical incident, exercises judgement and initiative in ensuring appropriate safety plans are arranged, assists senior management to manage the appropriate ministries and other stakeholders, as appropriate. Ensures that there is opportunity given to staff to debrief following such incidents;
- Those with experience with or personal lived experience of oppression, racism, homophobia, transphobia and/or ableism and/or personal connection to queer or trans communities of color, including newcomer and disability communities are encouraged to be considered an asset for applicants
- Fanjoy is a dynamic and growing Centre. We offer a competitive salary, generous self directed wellness benefits package for our management team, ongoing professional training, and career development opportunities!

- Provides on and off hour direction/support for escalated matters;
- Promotes and contributes to an environment of mutual support, consistent with Agency Mission, Vision and Values.
- In collaboration with the Director of Clinical Services:
- Establishes each program's goals and direction;
- Evaluates program services and client outcomes;
- Develops, manages and monitors budgets and provides regular variance reports.
- Participates on and is an integral member of the agency's management team;
- Ensures that accreditation standards are met and any changes are communicated and adhered to;
- Adheres to organizational policies and practices, including the Ontario Occupational Health and Safety Act;
- Collaborates with community partners to develop and secure new opportunities for the agency;
- Participates on committees as well as various fund raising activities as needed in 2022-2023 during our COVID recovery plan and launch of the new Guelph Culinary Studio anticipated for fall 2022;
- Develops and maintains appropriate external connections and collaborative partnerships with a range of community partners;
- Other duties as assigned.

Performance Competencies

- Results oriented, self-directed to set priorities, resolve problems and accomplish goals;
- Demonstrates leadership; sets a positive example for others, inspires commitment and supports the development of others;
- Seeks ways of developing and implementing changes, ideas and solutions to support the agency. Strives for continuous improvement;
- Developed interpersonal skills, including influencing, consensus/team building, change management, in person and online facilitation, negotiation and conflict resolution;
- Ability to exercise professional judgement in conflictual and stressful situations;
- Demonstrates commitment to ethics, transparency, and accountability.

Qualifications

- Registration with the OCSWSSW or CRPO is required;;
- Minimum five (5) years clinical counselling experience;
- Minimum of two (2) years successful supervisory/management experience in a social service environment;
- Experience in administration and managing programs an asset;
- Experience in research and evaluations and outcomes an asset;

- Experience in grant writing an asset.

Skills/Knowledge

- Skilled in use of competency-based, collaborative, evidence-informed philosophy and service provision, e.g., narrative therapy, solution-focused therapy, brief therapies, ACT, CBT, dialectical behavioral therapy;
- Sound judgement related to clients and families in complex circumstances to ensure appropriate safety plans are arranged if required;
- Sound judgment and sensitivity to client differences (e.g. race, religion, culture and sexual and gender identity);
- Ability to balance demands/priorities of workload, manage time effectively and operate within the framework of stated expectations;
- Excellent verbal and written communication skills with the ability to communicate effectively with staff, community and funding partners;
- Knowledge of relevant legislation and regulations;
- Knowledge of data collection and measurable objectives;
- Excellent skills in MS & Mac office environment – either is welcomed but required for this leadership position.

Additional Requirements

- Satisfactory clearance under the Vulnerable Sector Screening process;
- Access to transportation to travel to and from any outside client meetings;
- Ability to work flexible hours including evening work to accommodate client needs; accommodations with flex time and holiday time will be provided but onsite work is required in the office
- Flexibility to work in different locations as needed for your own case load of online clients or in conjunction with assisting our culinary staff with any of our in kitchen Junior Chef + Life Skills Programs offsite
- Fluency in French or other second language relevant to community is advantageous.

TO APPLY: Interested applicants are invited to visit our website at www.fanjoycentre.com and submit their cover letter and resume to pam@chefpamfanjoy.com or through INDEED on or before April 15th, 2021.

Fanjoy believes that immunization against COVID-19 is an individual and societal responsibility and that we must do everything possible to protect our clients, families, employees, students, volunteers and contractors against the spread of COVID-19. **As a condition of employment, proof of full vaccination or an acceptable and valid exemption under the Ontario Human Rights Code must be submitted to Human Resources seven (7) calendar days prior to start date.**

We ask applicants to make any accommodation requests for the interview or

selection process known in advance by contacting Human Resources. Human Resources will work together with the hiring committee to arrange reasonable and appropriate accommodation for the selection process which will enable you to be assessed in a fair and equitable manner.