



Penticton Indian Band

841 Westhills Drive,
Penticton, British Columbia
Canada V2A 0E8

Telephone: 250-493-0048 Fax: 250-493-2882

Position Title:	Mental Health & Substance Use Worker	Classification:	6	\$27-\$33 per hour (Based on education & experience)
Department:	Health	Type:	Coordinator	
Status:	Full-time, Permanent	Working Hours:	Up to 35 hours per week	
Responsible To:	MHSU Team lead and where necessary, Health Program Manager			
Location:	Snxastwilxtn Centre, 198 Outma Sqilxw Place, Penticton, BC, V2A 6J7			
Deadline:	November 16, 2022			

Job Summary:

Under the direct supervision of the MHSU (Mental Health and Substance Use) Lead, the MHSU team member/worker will provide holistic services and programs that enhance and support the overall health and well-being of families located on the Penticton Indian Band. As a member of the Health Department, MHSU team member/worker will work with various internal and external service providers and partnerships to provide individualized, group or community-based resources related to living a healthy and balanced life specific to the community, that honors the Okanagan – Syilx culture and protocols. The main objective is to provide community-based and holistic services that enhance the health and well-being of the Penticton Indian Band community and its members through counselling, intervention, and prevention. This position holder will ensure that the Okanagan – Syilx beliefs and core concepts are implemented and coordinated throughout all the substance use programs. By means of diligence and professionalism the MHSU team member/worker will uphold, to the highest standard, all client files, paper/electronic documentation to ensure confidentiality privacy and security are maintained.

Core Competencies:

- Maintain privacy and confidentiality
- Penticton Indian Band and First Nations Health Authority policy and procedures
- Experience and capable of using Electronic Medical Records (EMR)
- Applied Suicide Intervention Skills Training (ASIST)
- Experience in Microsoft Office programs, word/outlook, Publisher
- Follow scope of practice of current British Columbia College of Social Workers
- Maintain good standing with the British Columbia College of Social Workers
- Trauma informed Practice guidelines

Duties/Responsibilities:

Job Responsibilities and Work Performed

- Reports directly to the MHSU team lead
- Collaborate with appropriate PIB Health and other PIB staff as required
- Provide life skills training in group or individual settings
- Partners with various internal/external relevant professionals or organizations to provide quality activities and programming
- Provide training and leadership to community members interested in promotion of harm reduction and substance use awareness in the community
- Participate in team meetings, band meetings, community meetings and other interagency meetings/events as required
- Provide referral of clients to alcohol and drug, mental health, health services and social services as required
- Respond to and assist in dealing with crisis situations resulting from alcohol and drug abuse and mental health issues
- Provide aftercare and support to individuals and their families affected by substance abuse

- Create and promote follow-up programs for clients returning from treatment
- Develop and provide substance use information sessions, and community presentations
- Do application forms for treatment centers
- Perform other duties as required
- Coordinate and implement the delivery of mental health and wellness programs and services of Penticton Indian Band
- Promote the values and principles of the Okanagan – Syilx Mental Health and Wellness Plan within community and with partners
- To aid and support to families through home visits and/or individual or group family health education sessions, including holistic and complimentary health knowledge and resources specific to MHSU and as directed to do
- Actively participate in assigned PIB Health Department and community events
- Liaison with caregivers, staff, family, doctors, nurses, pharmacies, etc. to coordinate and deliver education and support services to Penticton Indian Band community members
- Ensuring all charting and reporting requirements and documents are up to date and in line with documentation standards in the respective areas
- Promote and maintain positive communication with staff and clients
- Maintains up to date knowledge of relevant Penticton Indian Band Personnel Policy and Procedures manual
- FNHA Objectives
 - Plan and deliver Mental Health and Substance Use programs with guidance from the MHSU Lead and adherence to FNHA
 - Maintain links and partnerships between Penticton Indian Band and various agencies and service providers that can be accessed as needed for community members
- FNHA Reporting requirements
 - Assist with reporting to ensure it is maintained and completed for each program as required
 - Maintain an awareness of new and existing programs, services, and opportunities for the needs of the Penticton Indian Band and its members
- Interior Health
 - Maintain a positive working relationship with the various departments within Interior Health to best suit and meet the needs of Penticton Indian Band members
- Snxastwilxtn Centre
 - Maintain standards acceptable to the practitioners attending and working from the clinic to offer continuous and culturally safe care to the members of the Penticton Indian Band
 - Maintain a safe environment for all clients attending programs
 - Maintain and preserve privacy and confidentiality
 - As directed by the MHSU Lead to provide continuum of programs and supports as needed in the community with collaboration with other program coordinators and other PIB Staff – external to the Health Department
- As directed to liaison with agencies such as ONA (Okanagan Nation Alliance) Mental Health and Wellness Team, Penticton Regional Hospital – Community Crisis Response Team, Child/Mental Health, Martin Street, and other agencies

Planning and Program Development

- Contribute to the effective evaluation of programs.
- Provide input into the Okanagan Syilx Mental Health and Wellness Plan.
- Remain current on regional, provincial, and federal mental health and wellness strategies to implement new opportunities.
- Support, as required, the development of funding proposals and grant applications.
- Ensuring all reports are completed in a timely manner.
- Actively participate in assigned PIB health Department and community events
- Other duties as mutually agreed upon.

Relationships

Internally

- Reports to MHSU Team lead and where necessary, Health Program Manager.
- Team-based working environment with PIB Homecare Staff and other Health Department Staff

Externally

- External health care professionals (physicians, NP's etc....)

Decision Making

This position is a first level support which will require a standard level of judgment and decision making.

Qualifications/Requirements:

Minimum Academic/Educational Requirements

- Certified training/degree in Counseling, Child & Youth Care, and/or Social Work from a recognized university.
- A focus on strength-based, clinically, and culturally valid interventions

Other Certification, Licenses, Designations and/or Training

- Certified Suicide intervention training
- Facilitation training
- Substance Use training or education
- Valid First Aide
- Electronic Medical Record training and/or other provincial health data system
- A reliable vehicle and valid BC Driver's License and driver's abstract required.
- Current criminal record (vulnerable sector) check with the RCMP.

Specific Job Skills and Levels

- Professionally demonstrates ability to work with minimal supervision
- Ability to problem solve, ask for direction when needed
- Skilled in emergency, first response practices
- Maintain confidentiality
- Must be flexible and willing to work in a multi-disciplinary environment.
- Ability to develop and maintain positive working relationships
- Must possess excellent interpersonal and communication skills and the ability to work well with team members.
- Must be willing and able to continue training and education in area of specialty
- No history of personal substance abuse and /or addictions issues for at least 2 years
- The interpersonal skills required to work with other individuals and groups.
- Must be knowledgeable of the Federal and Provincial Government programs and plans.
- Follow appropriate professional standards and ethics.
- Active knowledge of traditional wellness and healing.
- Excellent computer (Microsoft Suite) and organizational skills
- Must have excellent written and verbal communication skills and presentation skills.
- Must have the ability to manage time and prioritize workload to efficiently deal with the workload expected of the position.

Minimum Level of Experience

- Minimum 3-5 years of related experience with responsibility for providing mental health services and supervised counselling to First Nations children youth and families

Personality Traits (Required to be successful in position)

- Dependable, Reliable, Approachable
- Clear and concise communicator
- Initiative, self-motivator, Flexible
- Confident, strong in making sound judgment decisions

Assets:

- Knowledge of vicarious trauma and self-care techniques and training.
- Aware of the Federal and Provincial Government programs and plans.
- Aware of traditional wellness and healing.

- Experience in working with Indigenous Band or First Nations Community.
- Knowledge of Okanagan Syilx culture, protocol, and language
- Masters in the field preferred

Working Conditions:

- All work done at Snxastwilxtn Centre, or outreach to homes, client aftercare – meet client where they are at.
- Supportive Team environment.
- Physical activity involved may include picking up heavy objects, kneeling, bending, or lifting and may be on your feet for long periods of time.
- May deal with difficult clients; this can be stressful and frustrating at times.
- Flexible work hours/willingness to work on evenings and weekends.
- Working environment and safety protocols of the highest calibre, working with face masks worn when necessary.

Preference will be given to qualified Aboriginal applicants as per section 21 of the Human Rights Code.

Deadline:

November 16, 2022

Send your Resume to Senior Manager, Human Resources
Rory Gabriel at jobs@pib.ca