



## India Rainbow Community Services of Peel (IRCS)

### JOB POSTING

- Job Position:** Community Mental Health Worker  
**Department:** Family Services  
**Status:** Monday to Friday – 35 hrs per week  
**Location:** Mississauga & Brampton  
**Compensation:** Commensurate with skills and experience – includes a generous RRSP plan, group health benefits and professional development support

India Rainbow Community Services of Peel (IRCS) is a charitable, non-profit, community based organization. Our services are non-religious and non-political. Our mission is to provide culturally and linguistically appropriate services to the Peel immigrant community, enabling integration and supporting their settlement, social services, health, and educational needs.

#### Position Summary:

Under the general guidance of the Manager - Family Services, the incumbent will work as part of a multidisciplinary team to provide on-going, flexible support to individuals living with mental illness and/or dual diagnosis within their residential setting. This position provides community based, client centered service that supports independent living and enhances the quality of life for those receiving service. This includes responsibility for providing individualized and group support and intervention to clients in residential ship units, in the community and at IRCS locations, by providing the necessary community support to maintain housing.

#### Responsibilities and Duties: *(but not limited to)*

- Assess clients' need for intensive case management services, and eligibility for units provided within HASP
- Establish a supportive, ongoing relationship with clients and their support systems
- Develop a crisis plan with each client and their supports to support and maintain client wellness (including an annual review of the crisis plan)
- Develop comprehensive assessments with clients and supports to identify client strengths and needs
- Assess the client's community support needs (i.e. daily living skills, housing, finances, social networks vocational and educational goals and environmental resources)
- Facilitate the client's move into their supportive housing unit, as needed
- Conduct case conferences/consultation with treatment providers, including physicians, Mental Health Court Workers, Case Managers other community organizations and other significant persons, as deemed appropriate to ensure the services to clients are delivered in an effective and efficient manner
- Assist clients in identifying and advocating for their civil, legal, housing and other rights
- Assist clients with establishing and maintaining links with appropriate services including general health care, addiction treatment, mental health, identification document replacement, volunteer opportunities, job training, and job placement
- Provide on-going supportive counselling, life skills coaching, pre-employment coaching and appropriate referrals to enable clients to achieve their goals in the community, at the client's home and in the community
- Develop and deliver presentations on Mental Health/Diversity in the community
- Facilitate groups or social recreation activities as assigned
- Maintain up to date client reports, statistical information and other documentation as required
- Participate in team, agency and other meetings and initiatives as appropriate
- Develop and maintain collaborative and effective relationships with key supports and resources in the community, including with the lead partner agencies
- Attend, promote and provide assistance to designated community/outreach activities involving IRCS
- Must be able to attend meetings and professional development activities when required
- Perform other duties as assigned

#### Qualifications and Skills:

- Bachelors of Social Work or equivalent and a Registered Social Worker with a minimum of three years' experience in the delivery of community supports to clients, especially within the mental health services field
- Demonstrated skills in case management, assessment and intervention, advocacy, conflict resolution techniques, mediation, anger management and non-violent crisis management
- Proven experience in delivering social, counseling & mediation programs in a community mental health setting
- Knowledge of psycho-social and recovery principles and a thorough understanding of issues and challenges affecting individuals with serious and persistent mental illnesses
- Excellent knowledge of ODSP, OW, Mental Health Act, Tenant Protection Act and other related legislations
- Knowledge of housing, healthcare and other community resources within the Region of Peel
- A strong commitment to the right and ability of each client to live in the community and have access to helpful, adequate, and continuous support and services; sensitivity to people from different socio-economic backgrounds with an equity lens
- Solid interpersonal, administrative, organizational, problem-solving, decision-making, analytical and research skills





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- Ability to maintain confidential records and documentation, in addition to writing objective and descriptive contact notes
- Ability to network & liaison with internal programs and external service providers & facilitate the development of partnerships
- Demonstrated verbal & written English communication skills and a South Asian language (Tamil, Hindi, Punjabi)
- Organize and prioritize work effectively, with the ability to work independently with minimum supervision and work effectively in a team setting
- Strong attention to detail and flexible to deal with changing demands of the job
- Computer proficiency in Windows Office Suite and the internet and experience using a database system
- Ability to work flexible hours including evenings, weekends and to work from any one of IRCS's sites
- Valid Driver's License with own transportation a must
- A Police Vulnerable Sector Check will be required

**Interested candidates are invited to submit their application, including a complete resume of qualifications and experience, electronically to [hr@indiarainbow.org](mailto:hr@indiarainbow.org) by 12:00pm, August 26, 2016. Please ensure your application email has the subject heading of 'Community Mental Health Worker - (insert your name)'**

This job posting is not intended to be all-inclusive. Employee may perform other related duties to meet the ongoing needs of the organization.

India Rainbow Community Services of Peel is an equal opportunity employer and is committed to establishing a qualified workforce that is reflective of the diverse populations we serve. We are committed to accommodating people with disabilities as part of our hiring process. If you have special requirements, please advise Human Resources during the recruitment process. We encourage applications from all qualified individuals; however, only those under consideration will be contacted. **No phone calls please.**

