

## **Program Manager, Eating Disorders Program**

**Homewood Health Centre in Guelph, ON** Posted April 29, 2022 **Start Date:** ASAP (Negotiable)

**Full-Time/Permanent** **Salary** To Be Discussed **To Apply Please go to this link:** <https://bit.ly/35z41Hh>

Make a difference in a growing, innovative mental health organization and centre of excellence in people-centered care. Work with supportive colleagues who are passionate about improving lives and champions for quality and continuous learning.

### **Position Summary**

As a Program Manager, you will be an integral part of a collaborative, inter-disciplinary team focused on delivering seamless services and programs to our clients and customers. If you are looking for a company that is constantly moving forward in pursuit of successful outcomes, get ready to love it here!

Hours: Some evenings and weekends required.

### **What you'll be doing**

The Program Manager role includes both management and clinical duties that support our patients' well-being. The Program Manager will promote effective evidence-based clinical practice, and supervise and manage assigned inter-disciplinary staff. Working in collaboration with the Director, Nursing and Physician leadership, the incumbent will focus on achievement of program goals and objectives. As a member of the Service Management Team, the incumbent will help represent the program internally and externally and support the strategic direction and goals of the Service and organization. The Manager builds relationships with referrers and community partners to improve awareness of the program using various engagement and outreach strategies that enhance the profile of the service.

- Lead/manage assigned allied health staff including on-going individual and team learning and development
- Provide professional consultations relating to clinical practice, ethics and professionally related issues
- Observe, and teach any component of care delivery required to assess individual performance and learning needs
- Assist staff with tracking and signing off on clinical supervision hours to meet the requirements of their college
- Provide input and facilitate completion of annual and ongoing assessment of work performance
- Deliver feedback and direction on performance, monitoring and documenting response, and supporting staff recognition
- Work in conjunction with clinical staff to ensure evidence-based practice approaches are being appropriately implemented
- Ensure that staff are practicing within a safe and therapeutic clinical environment consistent with Accreditation standards
- Responsible for monitoring the annual review of licensure & credentialing of staff
- Provide a learning and constructive supervisory experience for students
- Provide reports to students' schools regarding their growth and performance
- Ensure program criteria, descriptions, goals/objectives, documentation and communication components are established and maintained
- Ensure constructive relationship with Admissions, and ensures communication regarding unplanned discharges where required

- In collaboration with other members of clinical management team, determines treatment approaches best suited to an in-patient mental health and addiction (i.e., co-morbidities) patient population, using evidence-based guidelines
- Consult and liaise with program clinicians regarding program development and patient care including identifying the clinical needs of the target population and support the planning and implementation of the program
- Facilitate the evaluation of all phases of the treatment programs, and implement mechanisms to ensure compliance with accreditation standards
- Coordinate program activities within the hospital and community
- Participate in hospital and service committees/ad hoc teams (e.g. root cause, special projects/task forces where required and requested)
- Monitor the therapeutic environment of patient areas and implement the necessary responses to rapidly changing patient needs
- Monitor, develops and enhances our library of psycho-educational and psychodynamic sessions
- Provide visible leadership by modeling the organizational Vision, Mission, and Values to patients, families, referral sources/clients, community, team members, the Ministry of Health, and other external stakeholders to raise the profile of important health issues and needed interventions/supports
- Represent the program, raising the profile and awareness of the service, needs of patients, and effectiveness of HHC services
- Identify & prioritize community requests for HHC participation/representation and consult/collaborate with physicians and nursing leaders and other leaders (e.g., outpatient Managers) as appropriate

### **What we're looking for**

- Master's degree in Social Work, Counselling Psychology, Occupational Therapy, or related field
- Valid registration with the relevant College/governing body in Ontario (e.g. OCSWSSW, CNO, CRPO) is required
- Membership in a mental health association is an asset
- 1-2 years' of leadership/supervisory experience
- 3-5 years' experience related to the service delivery of addiction and mental health services
- 5 years' experience in the practice of psychotherapy
- Exceptional passion for supporting people with eating disorders
- Experience working with concurrent psychiatric disorders (Borderline Personality Disorder, Axis II, Psychosis, Post-Traumatic Stress Disorder, Major Depressive Disorder)
- Individual and group supervision skills and experience
- Ability to provide clinical supervision, or capacity and willingness to meet all requirements in a timely and effective manner
- Familiarity with CRPO standards of practice and professional code of ethics, Regulated Health Professionals Act, Mental Health Act and PHIPA
- Ability to use appropriate computer programs for effective communications, reporting and record management (e.g., Outlook, Microsoft Suite, Caseworks, etc.)
- Excellent time management and organizational skills
- Proven critical thinking and analysis skills
- Excellent verbal and written communication skills
- Presentation skills as a public spokesperson
- Valid Ontario driver's license and access to own vehicle

As part of our commitment to the health and safety of our patients, staff and community from COVID-19, subject to any accommodation required by applicable human rights legislation, Homewood Health Centre requires that all staff have received all required doses of a COVID-19 vaccine approved by Health Canada.

### **Why work with us**

Homewood Health is Canada's largest and leading service provider for medically focused, evidence-based treatment of mental health and addiction disorders. Our organizational culture values service excellence, integrity, collaboration and

innovation. Our people make a difference!

Homewood Health Inc. is committed to ensuring that its teams reflect the diversity of our community and welcomes applications from all qualified individuals. In accordance with the various provincial legislations that we operate under, Homewood Health is committed to working in collaboration with any team member who may require workplace accommodation in order to successfully perform any or all aspects of their role. Join us at Homewood Health™ and be part of a diverse team helping Canadians live healthier, more productive and fulfilling lives.