

**Mental Health and Substance Use Clinician, Program Lead
(40 hours/week, Permanent)**

Who We are:

Langs is the host organization for Youth Wellness Hubs Ontario – Cambridge which has recently joined the 32 YWHO Hub Networks across Ontario that provide high-quality integrated youth services to support the well-being of young people aged 12 to 25, including mental health and substance use supports, primary health care, community and social supports, and more.

What We are Looking For:

We are currently recruiting for a Mental Health and Substance Use Clinician, Program Lead to join our team for a full-time position. This role will play a pivotal role in the planning, development, and implementation of Youth Wellness Hubs Ontario – Cambridge, responsible for supervising interdisciplinary staff, programming, and partnerships, in addition to providing in person and virtual 1:1 and group intervention services for youth aged 12-25.

A successful candidate in this role would have

- A Masters degree in the field of social work, counselling, psychology or a related health or social service discipline is required.
- Registration and in good standing with a relevant professional college/registering body (College of Social Work and Social Service Workers, College of Psychotherapists)
- Minimum 1 year experience working with youth and transitional aged youth experiencing mental health and substance use challenges.
- 1-2 years' experience supervising an interdisciplinary team.
- Strong skills in counselling, psychoeducation, clinical assessment, case management, and treatment are essential.
- Familiarity with the YWHO model and My Wellness Passport data collection platform
- Knowledge of approaches that promote health equity, including anti-oppressive and anti-racist practice, 2SLGBTQ+ inclusion, community engagement, cultural safety, trauma-informed care, harm reduction, and human rights and accessibility frameworks.
- Formal training and demonstrated knowledge in evidence-based (e.g., solution focused brief therapy, motivational enhancement therapy, cognitive behavioral therapy, dialectical behavior therapy) or evidence generating treatment models.
- Understanding of the various services systems, community supports and resources within Cambridge.
- Experience working with families and caregivers.
- Excellent communication skills (both written and oral)
- Experience in supporting safe and meaningful participation and being open to diverse ways of thinking about, understanding and articulating issues related to mental health and substance use is a requirement.
- Superior interpersonal, collaboration, facilitation, and negotiation skills
- Strong problem-solving abilities
- Effective leadership, decision-making, and problem-solving skills are required.
- Competency in Microsoft Office Suite. Proficiency with electronic health records systems.
- Valid driver's license, access to a reliable personal vehicle

In this role you will be expected to complete the following tasks

- Create and maintain a developmentally appropriate, non-judgmental, non-stigmatizing, safe, and welcoming hub atmosphere.
- Supervise members of the YWHO Cambridge Team ensuring alignment with provincial goals and objectives.
- Recruit, hire, onboard, supervise, manage performance, evaluate, and support the retention of direct reports. Foster a positive work culture and encourage professional growth and development.
- Provide 1:1 and group mental health/substance use interventions.
- Track and maintain statistical program information including information through My Wellness Passport. Oversee the development of community partnerships aimed at creating an integrated youth services model.
- Provide access to services both in person, remotely (off site) or virtually (online, phone) as needed.
- Plan and facilitate outreach activities with youth
- Participate in program planning, implementation and evaluations
- Actively engage with youth to co-design programs and respond to youth needs
- Operate as a member of an interdisciplinary team to provide support to youth and collaborate with hub staff and a network of community partners
- Provide referrals/make linkages to appropriate services/support when not available through the hub or through network partners
- Demonstrate a commitment to accountability: critical thinking, reflective practice and continuous learning
- Provide services and support to youth and their families in a way that is consistent with the values of the YWHO Model.

What We Can Offer You:

Langs is an organization where people belong. Langs is committed to promoting Inclusion, Diversity, Equity, and Access for all our staff, patients, participants, and volunteers. We are committed to equal employment opportunity regardless of race, colour, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or Veteran status. Langs strives for an inclusive environment centred on employee wellbeing and supportive leadership.

Don't meet every requirement? Studies have shown that women and people of colour hesitate to apply to jobs unless they meet every single qualification. At Langs, we are dedicated to building a diverse, inclusive and authentic workplace, if you're excited about this role but your past experience doesn't align perfectly with every qualification please apply and share in your cover letter why you believe you are the right candidate.

The successful candidate would be eligible for the following benefits:

- Starting Salary \$72,700.00- \$86,274.00 Annually
- 3 Weeks paid vacation, with an increase to 4 weeks after 1 year of employment
- 15 Sick/Personal Days per year
- 10 Professional Development days per year
- Enrolment in Healthcare of Ontario Pension Plan (HOOPP)
- Comprehensive Extended Health and Dental Care Plan including a \$1000 Healthcare Spending Account.

Candidates are required to submit detailed cover letter along with their resume by April 25, 2025
Candidates requiring accommodation to participate should contact Human Resources to communicate any accommodation needs.