



**PROVINCE OF BRITISH COLUMBIA  
MINISTRY OF CHILDREN AND FAMILY DEVELOPMENT  
JOB DESCRIPTION**

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JOB TITLE: Mental Health Clinician	CURRENT CLASSIFICATION/GRID: LP5	CHIPS #
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NOC CODE:

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JOB TITLE OF IMMEDIATE SUPERVISOR	SUPERVISOR'S CLASS/GRID	CHIPS #
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BRANCH Child and Youth Mental Health	DIVISION Provincial Services Division	LOCATION
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**PURPOSE OF UNIT:**

The Child and Youth Mental Health Program provides specialized mental health assessment and treatment services to children, youth and their families when the child or youth is suffering serious emotional, psychological, behavioural and/or psychiatric illness. Other services targeted to assist children and youth with mental illness include community development, consultation, co-ordination, education, integrated case management, and contract management.

**PURPOSE OF JOB:**

Under the direction of the immediate supervisor works as a psychologist member of a multi-disciplinary Community Mental Health Team. In co-ordination with other community agencies and professionals, provides a range of psychological services, including: direct clinical services such as intake, formal psychological assessment, diagnosis, treatment, and crisis intervention; consultation/liaison with community agencies, schools, hospitals, and other MCFD programs; involvement in community education, development, co-ordination and prevention/early intervention programs; and program development and evaluation.

**JOB DUTIES AND TASKS:**

**65%**

1. Provides a range of direct clinical psychological services to children/youth with serious emotional/behavioural disorders, their families and caregivers, especially for highly complex cases that require differential diagnoses and a variety of interventions:
  - a) Undertakes psychological mental health assessments, including interviews, appropriate formal psychological testing, results interpretation and preparation of comprehensive reports, and interprets these to the client, family, or other professionals as appropriate.
  - b) Completes diagnoses (according to DSM IV-TR) for the purpose of developing treatment plans.
  - c) Develops treatment plans that include appropriate evidence-based psychological interventions.
  - d) Provides a variety of evidence-based psychological interventions and treatment modalities including individual, family, and/or group therapy.
  - e) Functions as a primary clinician responsible for ensuring coordination of all services involved with each particular client and family.
  - f) Assists families and other relevant client caregivers to understand the nature, treatment and prognosis of the mental health condition of the child/youth and to utilize effective methods of management and coping.

- g) Monitors treatment and/or care plans.
- h) Evaluates treatment outcomes using psychological measures as appropriate.
- i) Liaise with community and hospital professionals.
- j) Consults with other service partners about psychological issues and recommended approaches with particular clients when appropriate.
- k) Maintains appropriate psychological/clinical/client/administrative records.

**5%**

- 2. Recommends acquisition of necessary psychological testing materials, is responsible for the purchase request application to the test suppliers as a qualified professional, and ensures appropriate test use, safe-keeping, and confidential disposal of obsolete test materials, according to CYMH policies and the purchase agreement with the specific test supplier. In cases where there is no senior psychologist in the service unit, the psychologist may be asked to collaborate with the team leader in overseeing the use of tests and inventories by other team members who are not psychologists.

**15%**

- 3. Provides a psychological consultative/educative service to community agency staff and other service providers who provide services to children and youth with emotional and behavioural disturbances, including physicians, schools, foster homes, child protection, day-care facilities, infant development programs, family centres, probation offices, hospital staff and other health care workers:
  - a) Organizes/participates in information/education sessions.
  - b) Organizes/participates in workshops.
  - c) Encourages the development of mutual support forums.

**15%**

- 4. Through local committees and advisory structures and in collaboration with other agencies, community professionals and regional authorities, contributes with research, assessment, and psychological clinical skills, to the ongoing planning, development, evaluation and modification of a comprehensive range of services including prevention programs for children and youth.

- 5. Performs other duties as required.

## QUALIFICATIONS FOR THIS POSITION

Current active registration with the College of Psychologists of British Columbia, and competent to provide full clinical services as a psychologist. (*Note: Candidates who are eligible to register with the College of Psychologists but have not completed their registration would be hired at a lesser rate of pay until they are registered.*)

### **Education:**

Ph.D or Psy.D. degree in psychology, preferably from a Canadian Psychological Association or American Psychological Association accredited program, with a specialized body of knowledge in child and youth mental health.

### **Required experience:**

Successful completion of a psychological pre-doctoral internship of 1600 hrs in a child and youth mental health community or hospital setting, with specialization on formal psychological assessment, diagnosis, and treatment of mental disorders in this population. Additional experience working with children and youth, suffering from emotional, behavioural, and psychiatric disorders, and their families, is an asset.

### **Knowledge:**

- Child and youth normal and abnormal development.
- Child and youth psychopathology, including its development, course, prognosis, and treatment.
- Diagnostic assessment and diagnosis using the latest version of the Diagnostic and Statistical Manual (DSM) of Mental Disorders.
- Psychometric theory, particularly those aspects regarding the appropriate applications of psychometric tests to the population of children and youth.
- Program development and evaluation, including use of standardized outcome measures.
- Testing, interpretation and integration of psychological test results into formal psychological assessments for the purpose of diagnosis and treatment planning regarding mental disorders in children and youth.
- Well established, evidence-based clinical intervention methods and their appropriate applications with individuals, groups, and families.
- Psychotropic medications used with children and youth and their side effects.
- Professional ethics and approaches to resolve ethical dilemmas in the work with clients.
- Integrated Case Management.

### **Skills and Abilities:**

- Ability to function independently as a primary clinician demonstrating sound clinical judgement in the diagnosis and treatment of children and youth with mental health conditions and disorders;
- Ability to apply knowledge of child development and psychopathology to the clinical diagnostic assessment of children and youth using the DSM system.
- Ability to administer appropriate psychological tests and to interpret and apply testing results to the comprehensive clinical mental health assessment of children and youth with suspected mental disorders.
- Ability to develop appropriate treatment plans based on clinical and formal psychological assessments performed on the child or youth.
- Ability to utilize a variety of specific, therapeutic approaches with individuals, groups, and families, especially those backed by research evidence.

- Apply essential skills to conduct mental health crisis intervention (for example, suicide, psychosis, severe decompensation).
  - Ability to utilize standardized psychological outcome measures and to apply research skills for the purpose of program evaluation.
  - Ability to work within the continuum of child and youth mental health services in the province and to liaise and work cooperatively with community personnel including physicians, schools, hospitals, other programs, agencies, etc. and to provide effective community consultation and education related to child and youth mental health issues.
  - Ability to assess the need for and to participate in Integrated Case Management.
  - Ability to apply legislation and professional ethics to the clinical and general work situation.
  - Ability to prepare and deliver appropriate clear and concise communications, both orally and in writing to a range of internal and public audiences.
  - Ability to work in a computerised environment.
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The following knowledge factor must be learned on the job within the first six months and will be assessed through the individual Employee Performance and Development Plans:

- Knowledge of the Child and Youth Mental Health Plan for British Columbia and related mental health service delivery systems in the province.
- Knowledge of community, regional, cross regional and provincial child and youth mental health services and how to access/refer clients to same.
- Knowledge of relevant legislation including British Columbia's: Mental Health Act, Infants Act, and Freedom of Information & Protection of Privacy Act.

Salary will be based on child and youth mental health experience, knowledge, skills and abilities, and your training requirements.

**NOTE:**

Transportation arrangements must meet the operational requirements of the ministry.

May be required to use own vehicle on an expense account basis.

Will be subject to satisfactory reference check, as well as criminal records review and police record checks.