



IDENTIFICATION

Department		Position Title	
Health and Social Services		Mental Health Specialist, Addictions	
Position Number		Community	Division/Region
49-00585		Yellowknife	Mental Wellness and Addiction Recovery/HQ

PURPOSE OF THE POSITION

The Mental Health Specialist, Addictions, is responsible for providing consultation, monitoring and evaluation services to the GNWT, Health and Social Services Authorities, agencies and other stakeholders regarding mental wellness and addictions recovery services. This is to ensure that effective mental health/addictions programs and services are available, in accordance with GNWT policies, legislation and standards as well with the established best practices for mental health/addictions.

SCOPE

Since 2013, the NWT health and social services system has been engaged in a strategic renewal process. This began with System Transformation, a multi-year, community engagement-driven process to develop a model for an integrated health and social services system. The resulting changes to the system's governance structure have enabled a one-system approach, allowing for greater efficiency and integration while better respecting the unique contexts and strengths of the NWT's distinct regions and cultures.

Building off the results and momentum of System Transformation, the strategic renewal effort has now begun a process of Primary Health Care Reform to shift the system and its care models towards a team and relationship based approach that is driven through public participation, community feedback and data, and built upon a foundation of trust and cultural safety. Using a community development approach, we are changing the way we work with people and communities, at every level of the health and social services system, to enable public participation in priority setting, planning, and design that integrates the social determinants of health.

The integration of mental wellness and addiction recovery is an important component of ongoing system transformation and reform.

The legacies of colonization and residential schools have impacted Indigenous health outcomes and the way health and social services are delivered and accessed.

MWAR divisional staff are expected to honor and promote a culturally safe environment at all times and to interact with clients and families, community members, partners and colleagues in a tactful, respectful and humble manor that is free of racism and discrimination.

Located in Yellowknife and reporting directly to the Manager, MHA System Quality and Integration, the position is involved in extensive consultation, collaboration and partnering with the Department, Primary Health Care Reform, the Social Envelope Departments, all NWT Health and Social Services Authorities, and territorial, regional and community organizations.

The Mental Health Specialist, Addictions, is responsible for providing consultation, monitoring and evaluation services to all of the above, in order to ensure that effective mental health/addictions and addictions programs and services are available to the population of the NWT.

This position impacts directly on the extensive mental health/addictions and addictions problem in the NWT, which include trauma from family and institutional violence, mental illness, and emotional and behavior problems among children and youth.

The Mental Health Specialist, Addictions is responsible to manage contracts and contribution agreements (\$500,000) for territorial core mental health/addictions services as well as additional special projects.

The Mental Health Specialist, Addictions is responsible for developing and fostering a positive working relationship with the Health and Social Services Authorities, the Department, NGOs, and other stakeholders in order to assess and deliver the type and level of support required to ensure the delivery of effective mental wellness and addictions recovery programs and services.

RESPONSIBILITIES

1. The Mental Health Specialist, Addictions is responsible for developing and fostering a positive working relationship with the Health and Social Services Authorities, the Department, Primary Health Care Reform, NGOs, and other stakeholders in order to assess and deliver the type and level of support required to ensure the delivery of effective mental wellness and addictions recovery programs and services.

- Act as a primary point of contact for Authorities, the Department, NGOs, and other stakeholders on mental health/addictions issues, and makes regular visits to the Authorities.

- Provide expert advice, facilitation, research, trouble-shooting and problem-solving services to the same groups regarding the development of new and the maintenance of current mental health/addictions services.
 - Participate in relevant Federal/Provincial/Territorial Committees focused on addictions.
 - Draft correspondence and government documents regarding mental health/addictions in the NWT.
 - Participate in national projects in mental health/addictions services that support, enhance and/or leverage mental health/addictions services to the NWT.
- 2. The Mental Health Specialist, Addictions is responsible for monitoring, evaluating, and/or implementing current territorial mental health/addictions and addictions services to ensure that services are accessible, effective, and efficient.**
- Monitor, evaluate, and implement recommendations from evaluations for territorial mental health/addictions and addictions programs such as Natsejee K'eh Treatment Centre, Stanton withdrawal Management Services, Salvation Army Addictions Programs (withdrawal management services, inpatient treatment program).
 - Develop, implement, and monitor standards for mental health/addictions services in the NWT such as the Community Counselling Programs.
- 3. The Mental Health Specialist, Addictions is responsible for co-leading the development and implementation of the Department's mental health/addictions and addictions strategy, to ensure that the Department carries out the strategic directions for mental health/addictions established in "Building on our Foundation."**
- Research, disseminate and implement current best practices in mental health/addictions, including mental illness, training and professional development of northern mental health/addictions promotion, early intervention, trauma recovery, suicide prevention, and aboriginal mental health/addictions, withdrawal management services, crisis response service, treatment and aftercare.
 - Consult with Authorities and territorial NGOs regarding priorities and strategies for improving mental health/addictions services in the NWT.
 - Co-chair an internal committees related to Mental wellness and addictions recovery.
 - Participate in the development, implementation and monitoring of mental health/addictions, strategies and action plans, including a vision, priorities, and recommended strategies for improving mental health/addictions services in the priority areas.
 - Gather and analyze current data regarding mental health/addictions service delivery in the NWT, and make recommendations for a mental/health addictions database.
- 4. Research the impact of mental wellness and addictions recovery (which impair optimal development) in the NWT; plan, develop and maintain a territorial framework that includes a broad range of prevention, promotion and treatment options; as well as, take a leading role in developing strategies, services and programs to address identified needs while focusing on key indicators of outcomes and performance measurement.**

- Collaborates with Authority Supervisors and Mental Health Workers and Community Wellness workers to determine the mental health and addiction needs in the NWT in order to optimize the outcomes for those receiving services.
- Researches, reviews, recommends and develops territorial wide standards, policies and guidelines for mental health and addiction programs and services that are designed to improve the health and well-being of adults in the NWT.
- Provides expert program advice and guidance to Authorities to interpret standards, policies and guidelines, to support resolution of problems, to balance treatment with promotion and prevention programs and to support the planning, implementation and evaluation of special projects in mental wellness and addictions recovery;
- Research programs and practices in other jurisdictions to determine appropriate approaches for implementation in the NWT and keeps current on mental health, and addiction directions and trends, best practice standards, activities, issues and projects on a national, provincial and territorial level and provides information to Department and Authorities through summaries, reports, seminars and workshops;
- Assist in the development and ongoing evaluation of educational resources and programs to provide mental wellness and addictions recovery needs in the NWT;
- Facilitates cooperation and collaboration between various units, divisions, departments and agencies to minimize duplication of services, promote sharing of resources and learning from special projects and to promote supportive networks;

WORKING CONDITIONS

Physical Demands

No unusual demands.

Environmental Conditions

No unusual demands.

Sensory Demands

No unusual demands.

Mental Demands

No unusual demands.

KNOWLEDGE, SKILLS AND ABILITIES

- The Mental Health Specialist, Addictions, Mental wellness and addictions recovery must have expert knowledge and experience in mental health/addictions and addictions services, including direct service delivery, research, analysis, evaluation, and policy development. S/he must also have a conceptual understanding of the broad range of health and social services provided in the NWT.

- The Mental Health Specialist, Addictions, must have knowledge of northern culture and the environment within which health and social services Authorities operate. The Specialist must also have knowledge of international, national, and provincial trends and developments in mental health/addictions services.
- Knowledge of human relations to critical for this position. The Mental Health Specialist, Addictions must work with colleagues, co-workers, and individuals in consumer organizations with a wide range of corporate/organizational cultures. Sensitivity to this variety is critical to success in this position. S/he must provide leadership in a collaborative way, requiring significant ability to inspire, influence and persuade.
- The incumbent must be able to operate a desktop computer to prepare written documents (word processing), send and/or receive electronic mail, conduct research over the internet, analyze and manipulate spreadsheets and analyze data using databases.

Typically, the above qualifications would be attained by:

The knowledge, skills and abilities outlined above would normally be required through a baccalaureate degree in a mental health/addictions-related field, and 5 years experience. Experience in both the fields of addictions and mental health field is an asset. Experience in health and social delivery in a northern aboriginal region/community is also an asset.

ADDITIONAL REQUIREMENTS

Position Security (check one)

- ☐ No criminal records check required
- ☒ Position of Trust – criminal records check required
- ☐ Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- ☐ French required (must identify required level below)
 - Level required for this Designated Position is:
 - ORAL EXPRESSION AND COMPREHENSION
 - Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
 - READING COMPREHENSION:
 - Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
 - WRITING SKILLS:
 - Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
- ☐ French preferred

Indigenous language: Select language

- ☐ Required
- ☐ Preferred