

Position Description

Job Title: Master of Social Worker
Reports To: Management Team
Location: Main Office, North Bay, Ontario
Full/Part Time: Full-Time
Regular/Temporary: Regular

POSITION SUMMARY

The MSW provides psychosocial assessments, diagnoses and intervention. They plan and consult with patients, families and the health care team with regards to discharges. MSW's prepare the patient and family to manage patient hospitalization, illness, diagnosis, treatment, and/or life situation, including emotional, mental, and substance abuse disorders.

The goal of the MSW's practice is to restore, maintain and enhance emotional and social functioning by mobilizing strengths, supporting coping capacities, helping people modify ineffective patterns of relating and behaving, linking people to necessary resources, alleviating environmental stressors and providing psychosocial education related to wellness and subjective well-being.

The MSW ensures that patients are provided care in accordance with policies, procedures, standards and regulations. Social worker acts as a support and guide to enable patients to help themselves while maintaining a professional relationship with patients and families.

Core Competencies:

- Client Focus
- Communication
- Team Work
- Quality Orientation
- Problem Solving
- Accountability and Dependability
- Operating Equipment
- Ethics and Integrity

DUTIES AND RESPONSIBILITIES

- Provide social work intervention plans and psychosocial assessment, if required
- Provide psychosocial support to patient and families affected by chronic, acute, or terminal illnesses.
- Advise family caregivers, counsel patients, and help plan for patients' needs after discharge.
- Develop client centered goals and intervention plans

- Consult with doctors, therapists and medical professional
- Direct patients to other areas of assistance as required, and help patients and their families find services in the community
- Collaborate with other health care professionals in regards to the patient, when required to ensure seamless care
- Provide social work counselling to clients including both one-on-one counselling and group counselling as required
- Mobilize patients support systems, as needed, to improve patients psychosocial functioning
- Engage in case conferencing with families and/or community agencies, when needed, in order to assist a patient to improve psychosocial functioning
- Maintain treatment records for each patient and prepare verbal and written reports and correspondence related to the work
- Develop and implement programs as assigned
- Work with members of a multi-disciplinary team in diagnosing problems, formulating treatment plans, and evaluating progress
- Provide social work intervention in accordance with medical treatment plans and modify plans to meet the client's goals
- Assist patients in their continuing adjustment to the community and evaluate their need for further care and potential need of placements
- Maintain sustainable working relationships with community agencies, schools, law enforcement and courts
- Attend monthly scheduled staff meetings
- Participate in continuing education activities and assist in the in-service training of other employees
- Perform other associated duties as required.

JOB SPECIFICATIONS AND REQUIREMENTS

Education/Professional Requirements

- Completion of Masters degree in Social Work (MSW)
- Valid Social Work license or registration as required by the province, with no limitations on license that could interfere with position duties
- Membership in the Ontario College of Social Workers and Social Service Workers (OCSWSSW)
- 2 years recent post-master experience in a clinical setting preferred
- Require professional liability insurance

Knowledge, Skills and Abilities

- Works in accordance with the Ontario College of Social Work and Social Service Workers Code of Ethics and Standards of Practice
- Excellent assessment, interviewing, and counselling skills
- Expertise in mental health and substance abuse areas preferred
- Knowledge of psychopathology with range of therapeutic interventions including knowledge of psychopharmacotherapy

- Must possess the ability to make independent decisions when circumstances require and must know when to refer a patient for further medical assessment
- Proficient in Microsoft Office including Outlook, Word and Excel
- Experience with PS Suite Electronic Medical Records an asset
- Strong understanding of ethical and legal responsibilities in protecting the privacy and confidentiality of information in accordance with:
 - Personal Health Information Act, 2004 (PHIPA);
 - The Personal Information Protection and Electronic Documents Act (PIPEDA)
- Commitment to a safe workplace - comply with workplace health and safety policy, safe work practices and procedures.
- Excellent oral and written communication skills
- Knowledge and adherence of company policies and procedures
- Ability to work effectively with all members of the interdisciplinary health care team
- Able to deal with people sensitively, tactfully, diplomatically, and professionally at all times.
- Highly flexible, with solid interpersonal skills that allow one to work effectively in a diverse working environment.
- Good organizational, time management and prioritizing skills.
- High level of sound and independent judgment, reasoning, and discretion