

# CAREER OPPORTUNITY

<b>POSITION: CLINICAL MANAGER</b>	<b>COMPETITION #: 2024-16</b>
<b>STATUS: TEMPORARY FULL-TIME (3 months, with possible extension)</b>	<b>LOCATION: <a href="#">Brockville, Ontario</a></b> travel to satellite offices will be required
<b>DATE POSTED: April 17, 2024</b>	<b>DATE CLOSED: April 27, 2024 (or until filled)</b>
<b>SALARY RANGE:</b> Commensurate with experience	
Please submit a cover letter and resume referencing the competition # to: <a href="mailto:CAREERS@LLGAMH.ca">CAREERS@LLGAMH.ca</a>	

[Lanark, Leeds and Grenville Addictions and Mental Health](#) (LLGAMH) offers services and programs to people who are experiencing **addiction** and/or **mental health** issues. Our main site is located in [Brockville, Ontario](#) which is found along the beautiful St. Lawrence River in the heart of the famous [1000 Islands Region](#). LLGAMH has offices throughout the counties of Lanark, Leeds and Grenville including Brockville, Smiths Falls, Kemptville, Prescott, Gananoque and more. Lanark, Leeds and Grenville represent a population of over 170,000 residents.

Reporting to the Chief Executive Officer (CEO), the Clinical Manager provides front line professional and administrative leadership at LLGAMH. The clinical manager is accountable for the quality-of-service clients receive and for monitoring and maintaining appropriate standards of an interdisciplinary professional team in accordance with established standards of practice, operating standards and LLGAMH policies.

At LLGAMH, we are committed to living our values: ***Integrity, Compassion, Accountability, Respect, and Equality (ICARE).***

### Behavioral Capabilities:

As an employee, you must demonstrate an awareness of and be responsible for actively promoting a respectful workplace by supporting client and family centered engagement and care in all that you do.

LLGAMH is looking to grow our leadership team with someone who can demonstrate the following five capabilities through actions:

- Lead Self by:
  - Being aware of one’s own assumptions, values, principles, strengths, and limitations.
  - Taking responsibility for their own performance and health.

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[www.llgamh.ca](http://www.llgamh.ca)

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- Actively seeking opportunities and challenges for personal growth and development.
  - Modeling qualities such as honesty, integrity, resilience, and confidence in all your daily work.
  - Ability to prioritize work and navigate shifting priorities.
  - Superior interpersonal, written, and verbal communication, public relations, and decision-making skills.
  - Ability to independently chair and work effectively on interdisciplinary committees.
  - Ability to display empathy, perseverance, flexibility, creative thinking, sound judgement, discretion, and ease in relating to all employee levels while being pragmatic and optimistic.
  - The scope of work is regional thereby increasing workload and travel demands.
  - Works in a manner that is conducive with staff and client safety practices, policies, and procedures of LLGAMH.
2. Engage Others by:
- Supporting and challenging others to achieve professional and personal goals.
  - Create engaging environments where others have meaningful opportunities to contribute and ensure that resources are available to fulfill their expected responsibilities.
  - Listening to and encouraging open exchanges of information and ideas.
  - Building environments based on collaboration and cooperation, and ensure standards are in place to support a safe and healthy workplace.
  - Complete annual performance reviews and initiate corrective plans as necessary.
  - Establish strong, collaborative relationships with team members, supported by 1:1 meetings.
  - Collaborate and communicate clearly with Chief Executive Officer and rest of the senior leadership team in the achievement of strategic goals, objectives, recruitment, labour relations and evaluation.
  - Ensures a work environment that is conducive to LLGAMH's policies.
3. Achieve Results by:
- Inspiring vision by identifying, establishing, and communicating clear and meaningful expectations and outcomes.
  - Integrating organizational missions, values, and reliable evidence to make decisions.
  - Measuring and evaluating outcomes.
  - Holding themselves and others accountable for their actions and their results.
  - Ability to plan, prioritize and oversee numerous concurrent projects effectively.

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- Ability to maintain a focus on quality improvement and safety in the program.
  - Write proposals, reports and statistical summaries as required.
4. Develop Coalitions by:
- Creating an environment of mutual respect, instilling confidence with all words and actions.
  - Demonstrating concern for the overall well-being of everyone.
  - Encouraging open exchange of information.
  - Being politically astute.
  - Negotiating through conflict and mobilizing support.
  - Proven ability to work with all levels of staff, management, union representatives and the general public confidently, discretely and decisively during crisis situations.
5. Systems Transformation by:
- Thinking analytically and conceptually.
  - Designing and implementing effective processes across systems and stakeholders.
  - Scanning the environment for ideas, best practices, and emerging trends, ensuring patient safety and infection control measures are considered.
  - Ability to implement positive change in a dynamic and complex environment.
  - Participate in development and delivery of educational and informational programs.

**The Clinical Manager will be responsible for:**

- Ensuring programs and services are provided utilizing best practices, relevant standards and/or guidelines and within the scope of practice of all disciplines to meet the needs of clients while ensuring risks are assessed and managed to ensure high quality.
- Providing direct clinical supervision for regulated clinical therapists in accordance with the Ontario College of Social Workers and Social Service Workers and the College of Registered Psychotherapists of Ontario.
- Management of both regulated and unregulated staff including providing leadership and coaching, as well as conducting performance appraisals and managing employee performance.
- Reviewing client care plans with staff to ensure they are recovery focused, client centered and aligned with current client need.
- Providing oversight in the development and execution of annual operating and capital budgets.
- Facilitating the implementation of new and/or updated policies and procedures.
- Maintaining a general knowledge of a broad range of Agency programs and services and providing short-term coverage for other clinical managers when required.

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- On-call function on a rotating basis. Additional after-hours emergency responses will be required periodically.

### The Clinical Manager will have:

- Baccalaureate degree in appropriate health discipline with evidence of continuing education/learning; or advanced diploma combined with appropriate experience.
- Current Registration with applicable regulatory College preferred.
- Knowledge of ethical and legal issues relating to supervision.
- Knowledge of relevant addictions & mental health models, theories, interventions, and research.
- Demonstrated leadership in planning, organizing, implementation and evaluation; proposal development; labour relations; budgeting.
- Minimum of five (5) years' clinical experience.
- Minimum of two (2) years' management experience preferred.
- Experience having worked in an interdisciplinary team.
- Experience in coaching, training, performance management, recruitment, and leadership, including experience within a unionized work environment.
- Knowledge of relevant legislated acts (e.g. Mental Health Act, Public Hospitals Act, SDA, etc.)
- Proven leadership background and a strong practical and theoretical understanding of team building methodology, empowerment theories, leading change, and coaching principles.
- Knowledge of clinical outcomes and process evaluation.
- Exceptional communication skills, both oral and written.
- Organizational skills and flexibility to meet competing pressures.
- High level of independent decision-making ability is required.
- A clear understanding of and ability to demonstrate professional ethics, boundaries, and judgement.
- A commitment to safety, quality, and professionalism.
- Proficiency with computer applications such as Microsoft Word, Excel, and Outlook.
- A valid Ontario Driver's Licence, current satisfactory Driver's Abstract and proof of vehicle insurance with a minimum \$2,000,000 vehicle liability.
- A satisfactory Vulnerable Sector Criminal Reference Check.
- Proof of COVID-19 Vaccination

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