

	JOB DESCRIPTION	Printed 02/28/24
	We Wai Kai Healing Society Clinical Director Reports to: Executive Director	Effective Date 28Feb. 2024

Who We Are

We, the We Wai Kai, embrace our language and culture to build a proud, healthy, safe, and self-sufficient community. We support and encourage each other to thrive through following the footsteps of our ancestral history, as stewards of our lands and waters, while balancing our role in modern day society.

The Tsakwa'lutan Healing Centre represents a vision for addiction recovery with the goal of restoring lives and families and empowering communities. Our approach is to destigmatize addiction as an individual issue and to engage, educate, and empower individuals, families, and communities in the recovery process. We do this by bringing the best of western medicine together with our traditional healing practices and values.

Position Overview


Reporting to the Executive Director, The Clinical Director is required to prioritize and respond to the needs of the daily operations of We Wai Kai Healing Society in a professional and calm manner.

Responsibilities and Duties

The below list is a guideline and may not be inclusive of all that is expected on a day-to-day basis.

- Provide operational and clinical direction and supervision of clinical staff for all aspects of treatment
- In collaboration with the Managing Director, physician partners, and interdisciplinary team, develop and implement clinical services, functional and strategic planning for programming
- Provide leadership to clinical team, including general people management, recruitment, scheduling, performance and change management
- Respond to clinical and facility risks as appropriate and ensure that risk management issues are addressed
- Ensure program criteria, descriptions, goals/objectives, documentation and communication components are established and maintained.
- Direct the development and evaluation of all phases of the treatment program based on best practice standards, quality indicators and continuous quality improvement initiatives.
- Participate in direct clinical practice when necessary, both in supervisory role, and as a direct practice clinician.
- Promote and model an environment that fosters continuous learning.
- Evidence informed and culturally based treatment progression planning for all clients from the time they enter the Centre to the time we recommend discharge.
- Effective performance management of the clinical team, including feedback, reviews, training and corrective actions, and new staff on boarding.
- Effective administration including but not limited to, communication, delivery of program schedule and changes, development of staff training, being available and accessible for clinical matters and staff member needs and communicating with the Executive Director when external issues arise

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- Foster a positive and collaborative work environment that promotes professional growth and development.

All employees working for the We Wai Kai Nation and its enterprises are required to work collaboratively and supportively to achieve the overall goals of the Nation. As such, employees are expected to work outside of their own jobs and job descriptions from time to time to achieve the goals of the organization. Job duties and work schedules may be changed from time to time to achieve these goals.

Confidentiality and Privacy

In the course of working for the Nation or one of its enterprises, employees may become aware of confidential business and personal information, including information about other employees, clients, and community members. This information may not be disclosed without prior written permission. All employees must be aware of and adhere to the applicable privacy and confidentiality policies and procedures of the enterprise and the Nation.

Preferred and Required Qualifications & Experience

- A minimum of 3 years working in a substance use disorder treatment setting with at least 3 years in a supervisory or leadership role.
- Masters or Doctorate degree in Psychology, Counselling, Social Work or related field
- Appropriate licensure and certifications relevant to the position.
- Strong knowledge of evidence-based treatment modalities and best practices in substance use disorder/mental health treatment.
- Excellent communication, interpersonal and organizational skills.
- Ability to lead and motivate a diverse team of clinical professionals effectively.
- Demonstrated commitment to ethical practices and client confidentiality.
- Experience in the field of addiction, mental health and trauma.
- Proven leadership and people management skills.
- Demonstrated ability to think and act with strategic and tactical agility and lead strategic operational changes.
- Strong ability to create productive working relationships with team members.
- Excellent knowledge of the Mental Health Act and community mental health resources.
- Experience in complex case management, working with people who are chemically dependent or people who have other process or concurrent disorders.
- Experience facilitating group therapy.
- If the applicant is in recovery, they will be required to identify that they have been abstinent from mood altering substances for two years at the time of application

Position: Full-time

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