



0.5 FTE Social Worker (MSW) Internal and External Opportunity

Position:	MSW (Pause Mental Health Clinician)- <i>unionized position under NSGEU Local 102</i>
Reports to:	Manager, Allied Health Primary Care
Location:	2131 Gottingen Street
Hourly Pay Scale:	\$40.18 - \$55.49, depending on the years of relevant experience
Work term:	1 year term position with the possibility of extension
Hours:	18.75 hrs./ week, schedule to be determined by the manager
Deadline:	August 21, 2025

About NECHC

The North End Community Health Centre (NECHC) was established in 1971 in response to an absence of primary health care and other health services in Halifax's North End. Located on Gottingen Street, we are in the heart of a unique and culturally diverse community. Today, governed by the North End Community Health Association, the NECHC is viewed by area residents as a "beacon of hope" in the community. Much more than a Primary Care Clinic, the NECHC has expanded in response to unmet needs of community members and is highly valued by its patients and clients and their families. NECHC provides services to those living on the margins of society, through MOSH, Housing First and a wide range of community outreach initiatives.

Vision

Strong community - healthy people.

Mission

We support health and well-being in our community through quality primary health care, education and advocacy in an environment in which people are treated with respect and dignity and there is equitable access to services and programs.

Values

Respect. Community. Compassion. Excellence. Innovation



Diversity, Equity and Inclusion Commitment

The North End Community Health Centre is committed to being an inclusive organization. We are working to ensure our organization represents the diverse people and communities we serve. Our position postings encourage members from the following communities to apply:

- 2SLGBTQIA++
- African Nova Scotian and/or people of African Descent
- Indigenous
- People with disabilities
- Language minorities
- People of Color and/or racially visible minorities
- Immigrant and refugee
- Connected to the North End of Halifax

In order to self-declare inclusion in equity groups please complete the self-declaration form available on our website at [nehc.com/jobs](http://nechc.com/jobs) and submit it with your resume and cover letter. Your declaration of membership in any of these equity groups will remain confidential.

Position Summary:

The Social Worker (MSW) is a member of and provides specialized social work services to the interdisciplinary primary health care team. Reporting to the Manager of Allied Health, the Social Worker is responsible for providing consultation and ethical decision-making based on an advanced level of education which includes the integration of psychotherapeutic modalities, assessments, and culturally relevant interventions, engaging, working, and consulting with specific client populations.

The Social Worker integrates a structural approach in their practice and is concerned with the relationships between people, their environments, and broader society which are integral to psychosocial, emotional, and spiritual development and well-being, and addressing societal injustices. The Social Worker works with client populations whose needs are complex and require a high level of interprofessional collaboration. The Social Worker is expected to have a solid grasp of emerging and established theories that inform their practice and are committed to further advancing their knowledge and skills to provide effective interventions to marginalized populations.

Priority Competencies:

- Completed a Master of Social Work (MSW) from an accredited University.
- Uphold provincial and national standards of practice and code of ethics.
- Practice is person-centered, trauma-informed, gender-affirming, strengths-based and rooted in queer theory, decolonization, anti-Black racism, social justice and harm reduction principles.

Education and Experience:

- Completed a Master of Social Work (MSW) from an accredited University.
- Current registration with the Nova Scotia College of Social Workers (NSCSW).
- 2+ years' experience in community, primary health care and/or clinical social work required.
- Completed or willing to complete and regularly update knowledge in competency training and foundational courses regarding various specialized therapeutic modalities/interventions including, but not limited to CBT, DBT, ACT, narrative therapy and solution-focused therapy as required for specific client populations and disorders.
- Working knowledge of the DSM-V and mental health best practices.
- Experience in completing comprehensive biopsychosocial-cultural assessments, case planning and case presentations.
- Knowledge and experience of working with people who have complex needs and who are experiencing substance use, homelessness and/or poverty.
- Ability to navigate and de-escalate situations and offer crisis and debrief supports to clients and staff as required.
- Knowledge and experience working with historically marginalized populations, including African Nova Scotian, Indigenous and 2SLGBTQIA+ communities and providing culturally appropriate care and referrals.
- Completed (or willing to complete) GEI Foundations training and has experience in completing assessments and readiness letters to clients seeking gender-affirming care according to WPATH SoC v8 and MSI requirements.
- Knowledge of the issues faced by 2SLGBTQIA+ populations and familiarity with local resources, including knowledge of effective sexual health and harm reduction combination approaches and recovery-oriented practice considered an asset.
- Working knowledge of adult education principles and group work/facilitation skills.
- Experience in navigating complex systems and community services and supports (e.g. Income Assistance, Nova Scotia Provincial Housing Agency, Provincial pharmacare programs).
- Knowledge and awareness of culturally appropriate resources, agencies and interventions.
- Understanding and knowledge of Afrocentric and Indigenous perspectives and approaches to social work.

Position Responsibilities:

- *Maintain time-limited caseload of clients seeking mental health support and/or therapeutic intervention in a collaborative care environment.*
 - Complete initial and ongoing holistic psychosocial assessments, create individualized care plans, monitor progress and collaborate with other members of the health care team to identify strengths and challenges and inform plan of care that will influence health and social outcomes.
 - Provide a diverse range of therapeutic mental health interventions to address topics such as trauma, suicide and crisis, substance use, grief and loss, family and relationship issues, workplace/stress management, life transitions, mental health, resource and psychoeducational needs.
 - Integrate various psychotherapeutic approaches including, but not limited to, cognitive and dialectical behavior therapies, acceptance and commitment therapy, motivational interviewing, narrative therapy and solution-focused therapy to clients and their families to achieve their optimal level of functioning and health.
 - Provide culturally relevant interventions and support.
 - Triage referrals from the collaborative care team while working collaboratively to ensure appropriate wrap around care.
 - Other duties as assigned
- *Psychoeducation*
 - Identify and evaluate learning needs and goals of clients to create and facilitate single and group therapy and psychoeducational activities to enhance or develop coping skills for behavior change and to increase self-care and self-management.
- *Complex Case Management*
 - Maintain detailed client files, documentation and case notes – *abiding by NSCSW and NECHC confidentiality standards and code of ethics.*
 - Record gender, race and other data as required that are aligned with NECHC quality improvement and outcome measures and demonstrate the impact on social determinants of health.
 - Provide supportive and mental health counselling and develop care plans through collaboration with the client using strengths-based, motivational interviewing and trauma-informed approaches to care.
 - Assist clients in navigating and accessing gender-affirming care, including non-medical or non-surgical options and various social options (e.g. name change, gender markers, gender-affirming gear).



- Work collaboratively with communities to develop, enhance and support individual and community strengths, capacity and resilience.
 - Provide brief, time limited, task-oriented case management support to clients who require high level oversight to manage acute or chronic health concerns and make referrals or transfers of accountability through collaboration with the client.
- *Provision of Education and Training for Students*
 - Collaborate with the Social Work Team to provide orientation, supervision and evaluation for social work students in clinical settings, appropriate to degree level.

Judgement and Initiative:

- Committed to contributing to a team that strives for inclusive practices/approaches and promotes human rights, social justice and critical reflection.
- Committed to lifelong learning and professional development and seeks regular clinical supervision and consultation.
- Able to work autonomously and demonstrate strong critical thinking, sound judgement and work within interprofessional collaboration.
- Navigates or reports ethical dilemmas or situations requiring attention to appropriate persons.
- Ability to set strong professional boundaries with clients while offering low-barrier services.

How to Apply:

Those interested in applying for this position should send their cover letter and resume to **nehc.easyapply.com**

We thank all applicants for their interest, only those selected for an interview will be contacted.

For any additional information please reach out to employment@nehc.com