

STATEMENT OF MERIT CRITERIA

Social Worker - Addictions / Nurse - Addictions

ESSENTIAL QUALIFICATIONS

EDUCATION

Graduation with a degree from a recognized post-secondary institution with acceptable specialization in social work.

OR

Graduation with a degree from a recognized post-secondary institution with acceptable specialization in nursing.

OFFICIAL LANGUAGE PROFICIENCY

Various language requirements and linguistic profiles:

- English Essential
- French Essential
- Bilingual Imperative (BBB/BBB, BBC/BBC, BCC/BCC, CBC/CBC, CCC/CCC)

EXPERIENCE

- Significant* and recent** experience working in addictions treatment.
- Significant* and recent** experience working with adult clients in a mental health care setting.

**Significant experience is defined as experience associated with having performed a broad range of related activities in the field of addictions assessment, treatment planning, and counselling and/or therapy, which could normally be acquired over a period of approximately 3 years.*

***Recent is defined as being within the last 6 years.*

KNOWLEDGE

- Knowledge of substance use disorders and process addictions, its causes and effects, evidence-based models of treatment interventions and their applications.
- Knowledge of concurrent mental health including trauma-informed care.
- Knowledge of crisis intervention techniques.

ABILITIES

- Ability to assess substance use disorders and suggest a differential diagnosis or concurrent disorder.
- Ability to assess process addictions (e.g. pathological gambling, compulsive sexual behaviour, gaming, etc).
- Ability to provide a broad range of evidence-informed counselling approaches in both individual and group modality based on individual needs.
- Ability to deliver psycho-educational sessions.
- Ability to communicate orally.
- Ability to communicate in writing.

- Ability to work collaboratively as part of an inter-disciplinary team.

PERSONAL SUITABILITY

- Demonstrating integrity and respect
- Thinking things through
- Working effectively with others
- Showing initiative and being action-oriented
- Judgment
- Reliability

CONDITIONS OF EMPLOYMENT

Security/Reliability: Enhanced Reliability.

Registered in good standing with a provincial social work regulatory college/association in the province where employment is sought.

OR

Registered in good standing with a provincial nursing regulatory college where employment is sought.

ASSET QUALIFICATIONS

EDUCATION & CERTIFICATION

- Degree in Addictions studies or in concurrent mental health and addictions at the college or university level.
- Canadian Certified Addiction Counsellor with the Canadian Addiction Counsellors Certification Federation (CACCF): ICADC, CCAC, ICCAC, ICCDPD, ICCDP
- Master's degree in social work with a clinical specialization.
- Master's degree in nursing with a clinical specialization in mental health nursing
- Post graduate certificate in mental health nursing or addictions
- CNA certification in Mental Health Nursing

EXPERIENCE

- Significant* and recent** experience in providing therapeutic interventions with couples and/or families.
- Significant* and recent** experience working collaboratively in an inter-disciplinary environment.
- Experience using electronic applications such as MS Office Suite such as Word, PowerPoint, Outlook.

**Significant experience is defined as experience associated with having performed a broad range of related activities in the field being assessed, which could normally be acquired over a period of approximately 3 years.*

*** Recent is defined as being within the last 6 years.*

KNOWLEDGE

Knowledge of the organizational structure and service delivery mandate of the Canadian Forces Health Services.

OPERATIONAL REQUIREMENTS

- May require overtime on short notice
- May require shift work or variable hours
- May require to provide assessment/counselling through Video-conferencing (VTC)

ORGANIZATIONAL NEEDS

In support of achieving a diversified workforce, consideration may be given to candidates self-identifying as belonging to one of the following Employment Equity groups: Aboriginal peoples, Persons with a Disability; Visible Minorities, Women.