



**SUBSTANCE USE REGISTERED PSYCHOTHERAPIST or SOCIAL WORKER  
(Full time)**

Hamilton, ON

**About Shalem**

Shalem Mental Health Network is a dynamic agency, offering innovative programs to both the Hamilton area and the province of Ontario.

A member of Family Service Ontario, Shalem is a faith-based agency serving the wider community as well as faith communities. With a culture of support and collaboration among its staff, and holding values of peace-making and professional excellence, it strives to offer great care, as well as be a safe and collaborative place to practice.

Our clinical work is client-centered and trauma-informed, done within an anti-oppressive framework.

**About the role**

We are currently seeking a full-time, Registered Psychotherapist or Registered Social Worker with a specialty in substance use. Reporting into the Substance Use Supervisor, the position will offer individual and group psychotherapy through Shalem's contract at area probation offices in Hamilton, ON.

This contract begins on January 2, 2025 until March 31, 2026. The ideal candidate will be able to work independently, and also be a part of a clinical team, using strengths-based models, working respectfully with diverse clientele, balancing support and accountability; and being adaptable and flexible while facing client situations.

**Key Responsibilities**

- Provide substance use counselling to individuals and groups
- Work effectively with mandated clients using Cognitive Behavioural Therapy
- Work collaboratively with probation office staff
- Conduct intake sessions and individual sessions in alignment with internal policies and those outlined in applicable standards guidelines
- Document all client engagements as per legislative requirements, adhering to the agency's documentation requirements and timelines.
- Maintain client folders in a manner aligned with the expectations of internal policy and applicable governing bodies
- Participate in regular paid supervision, training, and team meetings
- Participate in discussions pertaining to program evolution and development

### **Profile of the ideal candidate**

- Master's degree in social sciences or acceptable equivalent
- Registered member of the applicable college in Ontario and is eligible to practice independently in Ontario
- 2 years minimum experience in delivering substance use therapy
- Demonstratable knowledge of best practices with regard to addictions work
- Crisis intervention skills, with well-developed problem-solving abilities and interpersonal skills
- Demonstrated competence working with individuals who are mandated for counselling and have an open probation order
- Ability to tend to themes of diversity and anti-oppression

### **Why work with us?**

#### *Supportive Work Culture*

At Shalem, we understand and appreciate the value of collective experience and we have built a great team with a wide range of discipline focus areas.

We value your growth as individuals and provide paid supervisory time and access to group supervisory sessions, where you have the opportunity to learn from and contribute to our diverse community of mental health professionals.

#### *How Pay Works*

We appreciate the work our team members do and know that our ability to achieve our mission is based on the collective efforts of the team. It's important that we provide both fair pay, benefits, and sufficient time off, so our team members can rest and rejuvenate throughout the year.

#### *We offer*

- Generous vacation accrual (starting at 4-weeks), paid personal days, extra paid days in December (holiday closure).
- All full-time staff have access to our Group Health Benefits Policy (Family Plan) including Extended Health Care (EHC), Dental, Vision, Prescription Drugs, Group Life, Accidental Death, and Dismemberment (AD&D), Long Term Disability (LTD), Travel Health Protection.
- Professional Development budget for courses, training, etc.,
- RRSP Matching Program (4%) of base pay for full-time staff

Base Pay at Shalem is defined within compensation ranges, categorised by levels, with the goal of internal equity and alignment to the market rate. When determining pay for a candidate, it is based on the individual's qualifications and applicable

experience, the current market rates and where others with similar levels of experience internally are on the pay grid.

Base Pay Range for Role: Min: \$35.00 Max: \$45.00

### **How we hire?**

At Shalem Mental Health Network, it's our teams' diverse sets of experiences and knowledge that strengthens our approach to supporting our clients and ultimately their success. We strive to embody the values of respect, collaboration, and diversity, and have a strong commitment to employment equity. In our goal to foster diversity on our team, and as such we are seeking qualified candidates who share our commitment to equity, diversity, and inclusion.

Please apply with a cover letter and CV by December 6, 2024, via email to Danielle VandenAkker, Managing Director, [daniellev@shalemnetwork.org](mailto:daniellev@shalemnetwork.org)

*Not sure you check every box? Apply anyway. We would love to connect and determine together whether you could be a great fit.*

If you require an accommodation at any point throughout the recruitment and selection process, please contact [daniellev@shalemnetwork.org](mailto:daniellev@shalemnetwork.org), and we will happily work with you to meet your needs.

We sincerely thank all applicants for their interest. We will be in touch with those whose qualifications and excitement most closely match our own.