



ASSISANT DIRECTOR PROFESSIONAL SERVICES AND QUALITY ASSURANCE-PSYCHOSOCIAL (0262)

PERMANENT FULL-TIME

DEPARTMENT:	Psychosocial Services (504200)
WORK LOCATION:	Regional
MANAGEMENT LEVEL:	Senior Manager
STATUS:	1 Permanent Full-Time
SALARY:	Under Revision

DESCRIPTION

Reporting to the Director of professional services and quality assurance-psychosocial (DPSQA Psychosocial) the incumbent contributes to the assurance of the quality of services provided in the field of psychosocial for all associated professional and paraprofessional staff, for the scope of the organization's programs and services that involve social staff and their practice. This is carried out by ensuring the professional role of an assistant Director of Psycho-Social services through integrated co-management relationships with the line and other staff/functional managements in the Cree Board of Health and Social Services of James Bay (CBHSSJB).

SPECIFIC FUNCTIONS

1. Contributes to and ensures the planning, organization, coordination, implementation, control, support and reporting of social activities:
 - Contributes to the planning for the Psycho-Social services and related professional practice and standards (PP&S) and its programs and services design;
 - Ensures the planning of the professional/clinical staff's professional practice and standards objectives, programs, policies, procedures, protocols, clinical norms, and program and employee support tools, for all Psycho-Social staff within integrated programs;
 - Ensures the coordination, supervision and control of the policies for the supervision of the PP&S and clinical activities of the organization's Psycho-Social staff;
 - Contributes to the need's analysis and planning leadership of specific human resources management and development activities that impact professional standards, through a collaborative process with the respective professional related management and the Human Resources Department;



- Carries out the function through a collaborative network of various managers in areas intersecting those of the incumbent, and especially for integrated and harmonized quality assurance, professional standards and supervision planning;
 - Ensures a collaborative planning and programming support relationship with the management of the Community Miyupimaatisiun Centres (CMC) and regional services;
 - Provides various supports to the Social Work Conference, and to the Social Services Committee.
2. Contributes through the Assistant Director of Professional Service and Quality Assurance (DPSQA) role and in collaboration with other designated management, and through the leadership of the Director of Program Development and Support, to the program planning, for the organization's programs and services. Sits as a member of the Program Planning Committee.
 3. Ensures, in collaboration with the director, the design, development, organization, distribution, up-dating and evaluation of the professional/clinical staff's care and services professional practice and standards objectives, programs, policies, procedures, regulations, protocols, clinical norms and standards, criteria, techniques, and program and employee support tools, for all Psycho-Social and integrated programs involving social staff and community workers.
 4. Ensures that the services provided are based in respect and autonomy of individuals and communities, and respond to their bio-psycho-social needs as well as cultural and spiritual needs.
 5. Collaborates in the integration of Nishiiyuu Miyupimaatisiun healing practices and models in the Psycho-Social practice.
 6. Evaluates that the relevant social ethics, laws, protocols and authorities are respected in the services and programs.
 7. Ensures that the best practices are implemented and ensures the quality of services offered, in a perspective of continuous improvement and evaluation.
 8. Ensures the planning, organization and distribution of work in their DPSQA Department in collaboration with the Director (DPSQA-psycho-social), based on clientele priorities, in a perspective of quality, effectiveness and efficiency of services.
 9. Ensures collaboration with the Ordre des travailleurs sociaux et des thérapeutes conjugaux et familiaux du Québec (OTSTCFQ) and any other accreditation bodies on the professional inspection process, and ensures the carrying out of inspection recommendations.

REQUIREMENTS

Education and experience

- Master's degree in social work (or be close to completion);
- Member of l'Ordre des travailleurs sociaux et des thérapeutes conjugaux et familiaux du Québec.
- Certificate or courses in administration being an asset;
- One (1) year of related senior level program planning or management experience;

Or

- Bachelors degree in Social work;
- Member of l'Ordre des travailleurs sociaux et des thérapeutes conjugaux et familiaux du Québec;
- Three (3) years of related senior level program planning or management experience.



Knowledge and Abilities

- Strong knowledge of the MSSS social practice, programs, laws, regulations, RUIS Network, orientations and trends, including CHSSC (formerly CLSC), hospital services, rehabilitation, mental health and dependencies, and public health;
- Strong knowledge of social services related theory, practice, current issues and trends, and program planning, professional standards and acts, quality assurance and supervision, including the development of policies and program manuals;
- Strong knowledge of the strategic planning of programs, integrated programming, multidisciplinary team design, professional and organizational interdependence, information management and evaluation;
- Ability to provide professional leadership to line management and staff;
- Good record in an appropriate level of professional services or programming line management or leadership, and; human, financial, and information resources management is an asset;
- Knowledge of, or ability to grasp the issues and context that relate to First Nation professional services programming;
- Knowledge of Nishiiyuu Miyupimaatsiun (traditional healing and helping practices) is an asset;
- Ability to apply Eeyou/Eenou (Cree) culture, values, traditions and teachings into programs and services;
- Knowledge of Cree culture, communities and language is an asset;
- Excellent critical thinking, decision-making, planning and organizational skills as applied to professional practice planning and implementation;
- Results-oriented, autonomous, flexible, and ability to multi-task;
- Excellent interpersonal communication, leadership and teamwork skills;
- Excellent communication skills, both written and presentation;
- Ability to effectively collaborate with all colleagues, as a team member and team leader;
- Ability in administrative and statistical computer applications, and management information systems.

LANGUAGE

- Fluent in English;
- Fluency in Cree or French is an asset;
- Ability to read government documents in French.

OTHER

- Willing to travel;
- Willing to participate in required training.

POSTING START/END DATE:	2021-04-22/2021-05-06
POSITIONS AVAILABLE:	1
HOUSING PROVIDED:	Yes, if based in a Cree community
SHIFT TYPE:	Day
HOURS PER DAY/WEEK:	7/35



HOW TO APPLY

To apply, please forward your resume to:

Cree Board of Health & Social Services of James Bay

Tel 514-861-5955 **Fax** 514-989-7495

Email jobs.reg18@ssss.gouv.qc.ca

With your application, please make sure to specify the Posting # and the Job title on which you wish to apply.

**WE THANK ALL CANDIDATES WHO APPLY, HOWEVER ONLY THOSE SELECTED
FOR AN INTERVIEW WILL BE CONTACTED.**

NOTES

In accordance with various Sections of the James Bay and Northern Quebec Agreement (JBNQA), the organization has the objective of staffing all of its positions with qualified and competent beneficiaries of the JBNQA.

Please note that applicants registered in the Indigenous Succession Plan may be considered for this position if they have sufficient university educational credits to be eligible for the management activities associated with this position.