



Social Worker

Reports to: Manager, Advanced Practice, Social Work
Status: Permanent, full-time
Hiring range: \$68,000-70,000
Location: 790 Bay Street, Toronto, ON

About Us

HQ is a centre of excellence in gay men's health, providing tailored mental health services, sexual health services, and community/social programming. It provides an accessible, safe, welcoming space for all cis men and trans people who are into guys regardless of age, race, ethnicity, gender identity, sexual orientation, HIV status, socio-economic status, immigration status or ability. It provides comprehensive, holistic services that empower clients and promote their physical, sexual, mental, emotional, community and spiritual/social well-being.

At HQ, we work collaboratively with stakeholders and communities to promote health equity through community engagement and equitable access and participation in the Centre's programs. Our mental health services include a rapid mental health assessment clinic, mental health and substance use care using evidence-based group interventions (CBT, DBT, CPT, CRA, MI), crisis counselling, case management, HIV peer navigation, and mental health peer crisis support.

Find out more about us at: hqtoronto.ca

About the Role

As a Social Worker at HQ, you will provide mental health support for diverse communities of cis guys into guys and all trans and non-binary people. This position will work within an interdisciplinarity team to provide mental health and substance use care including, crisis counselling, case management and group counselling. You will provide assessment, counselling, and referral services to assist guys in discussing issues related to their sexual and mental health, including but not limited to substance use, coming out, disclosure of HIV status, relationship issues, anxiety and depression, isolation and marginalization, adjusting to life in Canada, shame and guilt, negotiating safer sex, and body image. The Social Worker will lead

mental health group interventions and support psychiatrists in the rapid mental health assessment clinic.

Responsibilities

Administration and General Duties

- Maintain program records, including maintenance of information in databases of appropriate service user demographics and service provisions
- Supervise Master of Social Work and other placement students
- Contribute to statistical and program reports and proposals
- Participate on HQ and external committees to plan, coordinate and deliver new and existing services, communicate information, resolve problems, and achieve the goals of the organization
- Participate in clinical supervision
- Respond to telephone, email and online inquiries related to counselling services and provides information, support, and referrals

Counselling

- Provide assessment, counselling, and referral services to Two-Spirit, Gay, Bisexual, Transgender, Queer (2SGBTQ) communities
- Facilitate, and evaluate group-based interventions on a variety of mental health and substance use issues in collaboration with HQ partners
- Provide affirming, supportive experiences to foster a sense of community
- Address sexual health issues using a risk reduction and sex positive approach
- Advocate on behalf of service users with health care providers

Crisis Response

- Provide rapid response for clients who indicate urgent issues within all HQ care pathways, on-site or remotely
- Assess risk and determine initial triage (internal HQ support or external support)
- Develop safety plans and provide appropriate referrals and supports
- Complete documentation related to crisis support and case management

Community Development and Representation

- Represent the agency on sector-wide working groups related to partnerships, program evaluation and the development of new services
- Represent the agency at a variety of ASO network meetings

- Prepare and delivers workshops on mental health and sexual health as needed

About you

Education & Certification

- Master of Social Work degree and registered member in good standing with the Ontario College of Social Workers and Social Service Workers.

Work Experience

- Minimum two years related experience in counselling, crisis intervention, group facilitation or case management with a working knowledge of a variety of counselling approaches, including: Cognitive Behavioral Therapy (CBT) and Motivational Interviewing (MI), using anti-oppressive, trauma-informed and harm reduction frameworks

Required Skills, Knowledge, and Abilities:

- Experience in Dialectical Behavioural Therapy (DBT), Cognitive Processing Therapy (CPT), and/or Community Reinforcement Approach (CRA) is an asset
- Demonstrated experience and knowledge of health issues that impact 2SGBTQMSM+ Trans and non-binary communities and an understanding of the ways that other intersecting identities shape lived experiences (e.g., race, age, gender identity, gender expression, ability/disability, socio-economic status, immigration status, etc.)
- Demonstrated understanding of substance use issues and how they intersect with sexual health
- Ability to use discretion, judgment, and tact in handling sensitive or confidential information or situations
- Experience fostering working relationships with key partners who have diverse interests in community development working with 2SGBTQSMS+ Trans and non-binary communities
- Flexibility in hours, including availability for evening and weekend work
- Excellent organizational, computer (Microsoft Office), problem solving, interpersonal, verbal and written communication skills
- Fluency in additional languages is an asset

Hours of Operations:

- Flexibility in hours, including regular availability for evening and weekend work (clinic hours will be Monday – Thursday 12pm– 8pm, - Friday 10pm – 6pm)

How to Apply

If you are interested in this position, please use the position title as the subject line and attach your cover letter and resume as a single PDF/Word file in an e-mail to careers@hqtoronto.ca

APPLICATION DEADLINE: Friday, March 24, 2023

We would like to thank all applicants in advance for their interest in HQ, but only candidates receiving serious consideration will be contacted. No phone calls or agencies please.

All new HQ employees are required to be fully vaccinated against COVID-19 as a condition of employment in accordance with HQ's vaccination policy unless they are exempt based on medical or other grounds pursuant to the Ontario Human Rights Code. Successful applicants will be required to provide proof of vaccination or proof of a documented medical exemption as part of the hiring process.

HQ is committed to employment equity, a just workplace and the greater involvement and meaningful engagement of LGBTQ2S people in all that we do. We encourage applications from people with culturally diverse backgrounds and from people within the LGBTQ2S community. We are also committed to fostering inclusion and accessibility in all areas of our work. If you require accommodation during the recruitment process, we will work with you to meet your needs.