



Crisis Response & Employee Wellness (CREW) Member

POSITION: Crisis Response & Employee Wellness – (CREW)

SALARY & BENEFITS: \$29.99 per/hr – negotiable based on experience
Full-time with benefits

PURPOSE:

The Crisis Response & Employee Wellness (CREW) member will be responsible for helping individuals, families, and the community in times of personal crisis as well as for cases of crisis prevention and education. The CREW member will provide culturally appropriate counselling and resources to help mitigate the effects of crisis situations including but not limited to family violence, police interventions, and drug/alcohol related issues. This role will require to create accurate and detailed records and case notes as well as develop and maintain sustainable relationships with other professionals in the community.

The CREW member will work as an integral part of a multi-disciplinary team to provide crisis response services through a variety of western and Indigenous approached to mental health and well-being to persons in crisis. Using a clinical assessment and solution focused therapy methods, the CREW member will provide immediate relief and stabilization to individuals experiencing crisis and trauma. This individual will be responsible for conducting on-site assessment of clients and the administration of individual and situational appropriate treatment. They will also provide recommendation, advocacy and aid in the coordination of any necessary continued treatment plans.

The CREW member will also be responsible for creating and implementing a Healthy Workplace strategy and program within the Rama Police Service. This strategy / program will provide outcomes to ensure overall wellness (mental, physical, spiritual and emotional) needs of the employee is met.

KEY DUTIES/RESPONSIBILITIES:

- Provide immediate care to individuals and families experiencing crisis and trauma through mobile crisis outreach.
- Conduct assessment of individuals with the ability to refer to the appropriate community resources and organizations.
- Interview clients to assess situations and determine the types and level of services required.
- Engage with family members to ensure a collaborative approach to the plan of care.
- Assist in finding opportunities, solutions, and resources to address the individual's social and behavioral needs.
- Conduct on-site risk assessment and mental status examinations, determine risk of harm, required level of care and immediate treatment plan.
- De-escalate crisis through provision of immediate solution-focused therapy.

- Manage the transfer of client information to the receiving community organization, as per information sharing agreements.
- Liaise with a range of multi-disciplinary professionals who are involved in a clients' care, ensuring a smooth and coordinated approach, especially when multiple organizations are involved.
- Monitor and evaluate clients, provide follow-up and documentation to all parties.
- Respond to individuals and/or family members by telephone or on a walk-in basis to provide information and support for their needs and situation.
- To create an employee wellness program with the Rama Police Service.
- To work with the Rama Police Management to coordinate and track the employee well-being program to ensure that individual needs are met.
- To identify training needs within the Rama Police that will enhance the wellness of the employees as well as to provide a better response to those in crisis.
- Dedicated focus on employee wellness within the Rama Police Service, including building community partnerships to further promote employee wellness.
- Enhance additional contacts for employee wellness and liaise with other law enforcement agencies, public and private organizations within the community.
- Maintain appropriate and adequate referral contacts for those experiencing crisis or requiring wellness support either through mainstream services, cultural traditional services and /or combination of both
- Other case management duties as assigned.

QUALIFICATIONS:

Preference will be given but not restricted to applicants who possess training and experience in the following areas:

- Bachelor of Social Work Degree (preferred)
- College diploma in related field or other considered an asset.
- Minimum grade 12 Ontario Secondary School Diploma or equivalent.
- 3-5 years of previous work experience in the social work field consider an asset.
- Proficiency in Microsoft Office software applications.
- Strong knowledge of Indigenous frameworks, including intergenerational trauma and impact of colonization
- Ability to integrate western modalities with Indigenous ways of knowing, being and doing
- Knowledge and understanding of First Nations culture and traditional practices with the strong ability to conduct work using an anti-oppressive approach to practice.
- Must possess a valid class G Ontario Driver License.
- Ability to maintain confidentiality a MUST and be prepared to take an Oath/Affirmation of Office and Secrecy.
- Must be of good moral character, no criminal record and must pass a background check.
- Must provide a signed Rama Police Consent to Security Clearance Investigation Form, which is included in application package.
- Provide proof a copy of Covid-19 Double Vaccination record from Ministry of Health.
- Experience developing and delivering culturally appropriate programs and services.

- Excellent written & oral communication skills to share and document information in a clear, concise and objective manner.
- Excellent organizational skills with the ability to prioritize tasks, be self-initiating and manage time well
- Knowledge of community and social services agencies that serve Indigenous families in the surrounding areas.
- Highly developed problem solving, conflict resolution and crisis management skills
- Ability to work independently and as a team member.
- Willingness to participate in relevant training.
- Must provide a Vulnerable Sector Screening Check.

To apply for this position, interested applicants are to forward their completed employment package, letter of interest, detailed resume, copies of relevant diploma/certificates, and 3 work related reference letters electronically to:

Jerel Swamp
Chief of Police
jerels@ramafirstnation.ca

Subject Line: Confidential – Crisis Response & Employee Wellness

Only those applicants deemed qualified will be contacted for an interview.

CLOSING DATE: Friday, July 15th, 2022 @ 12:00 pm