Rideau Community Health Services
Your Community Health Centre

Inviting applications for the position of:

Clinical Social Worker - Psychotherapist

Location:	Brockville
Hours:	1.0fte – 70hrs bi-weekly
Term:	indeterminate
Salary Range:	$71,600-$96,400 annually or $39.341-$52.967 hourly
Start date:	January 11, 2027
Existing Vacancy:	no

Who we are:

Rideau Community Health Services (RCHS) is a non-profit, community-governed health and social service agency that provides comprehensive primary care, health promotion and community development services. Working with partners to provide integrated health and wellness services for various communities throughout Leeds, Grenville and Lanark counties.

What we offer:

- Competitive Rates
- Health Benefits – 100% premium pd,
- Pension Plan - HOOPP
- Generous paid time off
- Team Work
- Professional Development opportunities
- Work/Life Balance and Supportive Culture

About the Role:

See attached Job Description

Submit your expression of interest in the form of cover letter and resume by Dec 11, 2026

To Human Resources hr@rideauchs.ca

All applications are considered confidential. AI screening is not used in hiring.

RCHS is accountable to employees, clients and to the government of Ontario for meeting the standards set by the Accessibility for Ontarians with Disabilities Act, 2005 ("AODA") and its regulations. RCHS is an equal opportunity employer, respecting and embracing the needs and diversity of our employees. If you require an accommodation to fully participate in the hiring process, please call 613-269-3400, ext. 228.

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JOB DESCRIPTION

POSITION TITLE: CLINICAL SOCIAL WORKER/PSYCHOTHERAPIST
DEPARTMENT: COMMUNITY HEALTH AND WELLBEING
REPORTS TO: MANAGER, COMMUNITY HEALTH AND WELLBEING

SUMMARY: As a member of an interdisciplinary team, the Clinical Social Worker/Psychotherapist, using a trauma-informed and strengths-based approach, is responsible for providing a range of services including time-limited, client-centred individual counselling and facilitating psycho-educational groups. The Clinical Social Worker/Psychotherapist will collaborate and advocate with partners, community agencies and will have a strong understanding of equity as well as experience in working with diverse populations including rural dwellers, low-income communities, people living with chronic health and/or mental health issues, substance use disorders, older adults, culturally diverse, LGBTQ+ and others. This position is pivotal in delivering essential psychotherapy services, utilizing a diverse range of modalities.

REPRESENTATIVE ACTIVITIES:

- Maximize the functioning, independence, and resilience of clients by providing trauma informed, strength-based, time limited and client centred psychotherapeutic counselling to individuals and groups in-person or remotely as needed, and, when necessary, referring them to additional or alternative supports
- Conduct assessments and develop treatment plans
- Act as a client advocate ensuring that clients receive community supports, health and social services.
- Liaise with RCHS staff and community partners to support coordinated, wrap-around care
- Ensure appropriate treatment is delivered by maintaining proper client records and assessment notes.
- Contribute to developing new programs by identifying, recommending, and developing resources and materials and by participating in delivery of programs.
- Train social work/psychotherapy students on placement at the Centre as appropriate.
- Focus on those clients without benefit coverage or income which allows access to fee for service psychotherapy counselling services
- Ensure high standard of accountability by maintaining client records, assessment notes and correspondence within the safeguard of confidentiality and by College standards
- Participate in advocacy and social action initiatives that support a high quality of life for clients and community
- Participate in case conferences as required.
- Provide clinical supervision to RCHS counsellors
- Provide mental health consultations and information to CHC staff as well as partner agency staff.

COMMON RESPONSIBILITIES:

- Work in a manner that preserves confidentiality and seeks to minimize risk.
- Work in a manner that incorporates health promotion and recognizes the social determinants of health.
- Incorporate and strengthen collaborative and interdisciplinary teamwork.
- Respect and value the diversity of communities and individuals.
- Maintain competence and professional licence to practice.
- Support the student and volunteer placement programs.
- Promote awareness of and participates in RCHS activities.
- Contribute to the work by participating in meetings and committees.
- Work both regular and extended hours of operation in locations identified by RCHS.
- Contribute to RCHS' practices of hiring, orienting, training and mentoring staff.
- Contribute to the efforts to secure and maximize resources for current and new programs, services, and activities.
- Participate in the efforts to enhance capacity through staff development.
- Support and comply with the Occupational Health and Safety policies and procedures.
- Protect patients and employees by adhering to infection-control protocols.

QUALIFICATIONS:

- Master of Social Work or Master of Counselling Psychology degree from an accredited educational institution.
- Registration in good standing with Ontario College of Social Workers and Social Service Workers or College of Registered Psychotherapists of Ontario.
- Three to five years clinical Social Work/Psychotherapy experience, preferably in a community-based human service organization.
- Demonstrated experience using a trauma-informed and strengths-based approach.
- Thorough knowledge and understanding of community resources relating to social determinants of health.
- Knowledge and proficiency in current assessment and evidence-based psychotherapeutic counselling techniques including risk assessments and interventions.
- Knowledge of applicable legislation (*eg. Mental Health Act, Personal Health Information Protection Act, The Health Care Consent Act).*
- Commitment to continuous quality improvement and implementation of best practices.
- Experience and comfort working with a diverse and at-risk population.
- Experience and comfort using a harm reduction approach.
- Demonstrated commitment to inter-professional team environment.
- Clinical supervision experience.
- Sound judgement and problem-solving skills.
- Strong ability and comfort with setting and maintaining boundaries in a respectful manner.
- Ability to assess situations and respond appropriately and with urgency as needed.
- Demonstrated ability to deal effectively with crises.

- Passion for equitable access to care and ability to inspire others to make change to improve outcomes for persons with complex care needs.
- Excellent interpersonal skills and the ability to build strong, trusting relationships with health care providers and other stakeholders.
- Experience with electronic health records.
- Experience in program development, implementation and evaluation.
- Excellent communication skills.
- Strong computer skills, with excellent oral and written communication skills.
- Ability to communicate in both official languages considered an asset.

OTHER:

- Ability to work flexible hours based on program needs
- Valid Driver's license and vehicle to travel between RCHS locations as needed.
- Canadian criminal record check and a vulnerable sector check that are satisfactory to RCHS