



Director of Clinical Initiatives Job Posting

TITLE: Director of Clinical Initiatives

LOCATION: Winnipeg MB

DEPARTMENT: Clinical Initiatives

REPORTS TO: Executive Director

DIRECT REPORTS: Case Management Manager, Withdrawal Management Services Manager, Protective Care Coordinator, Nurse Practitioner, and Nursing staff.

SALARY RANGE: \$75,000 to \$80,000

HOURS: Full-time

POSITION SUMMARY

Responsible for the overall quality of services provided at Main Street Project's Withdrawal Management Services Program, Protective Care Emergency Stabilization Program and Case Management through oversight of policy development and implementation, programming and overall quality improvement and enhancement. In accordance with MSP's 5-year strategic plan and in collaboration with external partners, the Director of Clinical Initiatives will implement and advance Harm Reduction program initiatives within the organization.

PROGRAM AREAS

Main Street Project's Withdrawal Management Services support individuals on their journey to reduce harm or move towards lasting recovery. The primary purpose of MSP's two withdrawal management facilities is to help clients create attainable goals including stabilization and decreased risk, accessing longer treatment programs, managing stressful life issues and processing previous traumatic events. This program has a staffing body of 30 support workers and a Nurse Practitioner with between 1,200 and 1,800 admissions per year.

The case management team is comprised of 14 case workers who are responsible for connecting to and engaging with people experiencing homelessness who use Main Street Project's Services. Case workers play a key role in working to move people from needing shelter to being permanently housed. This team supports approx. 300 community members a year identify and make progress on self-determined goals.

Main Street Project offers Protective Care to our community through the Intoxicated Persons Detention Area (IPDA Centre), which supports intoxicated individuals into sobriety using a harm reduction approach, close monitoring and a supported release. A team of 12 support workers aim to serve each person with safe and respectful services, following an initial transfer by Winnipeg Police Service officers or cadets. This program has provided a safe space of respite for as many as 11,000 admissions per year.

KEY RESPONSIBILITIES

- Oversee program development and management in the areas of Case Management, Withdrawal Management and Protective Care services
 - Develop, revise and implement program policies & procedures in collaboration with the management team
 - Identify needs, develop or revise and implement changes or new services
 - Monitor administrative & clinical record audits, personnel records, performance-based contract obligations, and other records or procedures to ensure adherence with licensing and funding requirements
 - Ensure the delivery of services for individuals with co-occurring disorders within a social model withdrawal management program and adherence to provincial licensing and regulations, and agency policy
 - Provide leadership to resolve issues impacting program and service delivery; develop strategies in collaboration with directors and managers to balance competing and conflicting interests to achieve the best outcomes for MSP
 - Implement and advance Harm Reduction program initiatives within the organization
 - Participate on the senior leadership team including the overall strategic planning for MSP



- Facilitate good communications and working relationships with other agencies and resources, and provide community education about Main Street Project, substance abuse, and co-occurring disorders
- Maintain participant confidentiality and high ethical and professional standards
- Perform other duties as delegated by the Executive Director
- Provide leadership in addressing the needs of participants referred from local hospital emergency departments for a clinically-managed residential detoxification program
 - Ensure all participants are provided services that meet their needs
 - Provide clinical consultation services for participants
 - Ensure all services are provided to meet clinical standards and ensure participant safety
- Facilitate the growth of program staff through supervision, consultation and training
 - Ensure staffing levels meets program delivery goals
 - Identify performance issues concerns taking appropriate action to resolve;
 - Work with the HR and program managers to fill vacancies; identify hiring needs within the department, advising the Human Resources Department
 - Ensure programs are within the approved payroll budget; monitor biweekly payroll
 - Provide ongoing coaching and supervision to program managers
 - Ensure staff receive appropriate supervision
 - Provide and document clinical case review and supervision for daily multidisciplinary case conferences
 - Either performs directly, or in collaboration with program managers, performance evaluations of program staff
 - Consult with Executive Director, program managers and other directors on staff performance concerns and intervene as necessary
 - With the program managers, assess staff training needs and facilitate their obtaining the training; oversee documentation of credentialing requirements
 - Assess own training needs to improve clinical and management skills; meet continuing education and other requirements to maintain professional licenses related to the position
- Work effectively with multi-system community partners, including hospitals, mental health providers, and primary care providers
- Demonstrate high professional and ethical standards, and have a therapeutic approach of being empathetic, respectful, and motivational

EDUCATION & QUALIFICATIONS

- Advanced educational and professional qualifications, with demonstrated advanced clinical expertise and experience.
- Graduate from a recognized post-secondary health, social services, or business program, preferably at a master's level.
- Significant experience in a leadership capacity in comparable, complex organizations, preferably in the area addiction medicine
- Experience in program management, strategic planning, budgets and finance.
- Demonstrated knowledge and understanding of healthcare system, including provincial policy, applicable legislation and related regulations, political impact and influencing forces.
- Working knowledge and understanding of the various components of human resource management.
- Satisfactory Criminal Record with clear Vulnerable Sector Search, and a clear Adult Abuse Registry Check required.
- Valid Class 5 Driver's License.



SKILLS & SPECIFICATIONS

- Superior ability to communicate effectively and concisely, both verbally and in writing.
- Superior ability to deliver presentations to a variety of audiences and to skillfully handle on-the-spot questions from senior management, members of the board, special interests groups, and staff.
- Ability to establish and maintain effective working relationships with colleagues at all levels of the Agency, Board members, participants and family partners, and general public.
- Ability to identify, understand, and meet or exceed the requirements of internal and external partners
- Ability to think and act strategically and implement change strategies
- Excellent project/time management, analytical/critical thinking, problem solving and decision-making skills.
- Proven financial acumen, with the ability to improve effectiveness and efficiency through the management and utilization of human, financial, and physical resources.
- Strong leadership skills, including the ability to direct, motivate, evaluate, and recognize staff; proven ability to share skills and knowledge with others.
- Proven conflict management abilities and mediation skills
- Proficiency with office computer equipment and software
- Competent in the application of Health and Safety standards
- Create a work environment that encourages open and transparent communication and where opinions and contributions of all team members are valued.
- Inspire and foster team commitment, spirit and trust amongst diverse colleagues and stakeholders.
- Commitment to the principles that guide Main Street Project, as reflected in the history, vision, mission and values.
- Proven ability to work within an interdisciplinary work environment with respect, professionalism, cooperation, sensitivity and cultural awareness.
- Strong knowledge, commitment and demonstrated ability to apply diversity, equity, cultural safety, pro-choice, social determinants of health, population health, anti-oppression, harm reduction, trauma-informed and community development principles in all aspects of the work.
- Experience collaborating and consulting with others, both within and outside of your organization.
- Ability to work flexible hours to allow for attendance at meetings and may include evening, holiday, or weekend consultation.

APPLICATION PROCESS:

When emailing your application, be sure to indicate the correct position information in the **subject line** when applying:

Submit required documentation to	hr@mainstreetproject.ca
Required Documentation	Resume, Cover Letter, Education Credentials
Closing Date	April 15, 2022
Subject Line	Director of Clinical Initiatives

Main Street Project recognizes the importance of building a workforce that is reflective of the community it serves, where culture, language and perspectives drive a high standard of care and service. Therefore, preference will be given to Indigenous people and those who reflect the people/population we serve. Applicants are asked to self-declare in their cover letter along with describing how they meet the above qualifications.

We thank all applicants but only those selected for an interview will be contacted.