



Psychologist/Psychological Associate

Employment Terms: Full-time, Permanent

Start/End Date: August, 2018

Founded in 1829, Upper Canada College is a leading independent school for boys SK-Grade 12, located in the heart of Toronto. The College presents a rigorous, liberal education through the International Baccalaureate Programme and broad co-curricular opportunities to engage students, faculty and staff. Our students are motivated and supported by a well-resourced, exceptional faculty, who bring a diversity of experience to an exemplary professional learning community.

Position Overview:

As a member of our Health Centre Team (3 Nurses, 2 Social Workers) and collaborating with staff, administrators and families, the incumbent in this role will support the mental health and wellbeing of students in their pursuit of best self. The individual will provide psychological support to the student body, including assessment, planning, intervention and evaluation of psychology services, in accordance with the guidelines and requirements of provincial or territorial psychological standards. This position will report to the Dean of Student Life & Wellbeing.

Key Duties and Responsibilities:

Psychological Services:

- Counsel students individually or in small groups as appropriate to assist them to cope with and overcome difficulties of a personal, emotional, behavioural and/or social nature and determine if additional care beyond the school is required;
- Coordinate individual health student care plans with Nurses, Social Workers, Advisors, athletic therapist, Centre for Learning personnel where appropriate;
- Work and collaborate with Health Centre personnel at the Prep and Upper schools to deliver a planned coordinated approach to developing student wellbeing and mental health;
- As appropriate, collaborate with parents in supporting the mental health and wellbeing of their children;
- Provide specialist advice and training relating to student mental health and wellbeing to all employees when required to support them in their work with students in the teaching, advising and co-curricular realms;
- Develop, recommend and implement procedures and policies in the areas of student counseling, support and advising that are in line with legislative requirements and best counseling and educational practice. Consult in the formulation of policies relating to welfare, guidance and support for students, for example: Loss and Grief, Critical Incident Response, Bullying, Mandatory Reporting, Alcohol and Drug Education;

- Observe the professional integrity of the counseling relationship at all times; and maintain appropriate records and case notes on clients, whether individual or groups, using an appropriate case management framework and system;
- Be involved in critical incident response and critical incident debriefing and counseling at both the individual and community levels, coordinating the help of other skilled personnel;
- Write and receive reports from other health professional and educational testing services, such as general, psychiatric and psychological practitioners, etc;
- Accurately interpret test results and other student data and assist teachers with the educational placement of students by using appropriate educational assessment strategies;
- Liaise with agencies and practitioners outside the school when appropriate;
- Adhere to ethical standards of the counseling profession, and abide by the laws, policies, and procedures that govern the school;
- Attend relevant in-services and conferences to update knowledge and practices and maintain professional standing;
- Help to evaluate and maintain current resources related to health and well-being.

Supporting Learning Needs for Students:

- Work with the Centre for Learning personnel and Health Centre personnel to assess cognitive, academic, social, emotional, and behavioural functioning of students using observations, interviewing and other appropriate measures to best address their needs;
- Provide recommendations for the student, families, teachers, and other professionals to implement strategies that best support individual learning difficulties and other areas of challenge;
- Support the review of Psycho-educational Assessments from other professionals and support Centre for Learning personnel, teachers and other staff in developing appropriate strategies to best address individual student needs.

Prevention and intervention:

- Collaborate and assist other employees in the planning, development, and evaluation of practices and programs that meet students' social and emotional needs and support their wellbeing;
- Work with Health Centre personnel to provide exceptional support and implement strategies to support, develop, and promote positive mental health and wellbeing in all students, faculty and staff;
- Work with Health Centre personnel, House Advisors, the Physical Education Department, the Coordinator of Wellbeing Programs to develop and deliver health promotion programs to support overall health and wellbeing, including programs on mental health and wellbeing, healthy relationships, substance abuse, physical fitness, sleep, nutrition, and other topics relevant to the student body or specific segments of the student body;
- Collaborate and communicate with community partners such as other health practitioners, community mental health centres and hospital clinics, government agencies, professional groups, and parent-support groups.
- Provide education, including speaking and delivering relevant presentations on mental health and wellbeing to employees, students, parents and other community members.

Key Knowledge, Competencies and Experience:

- Completion of a Doctoral or Master's degree in psychology and current Certificate of Registration through the College of Psychologists of Ontario, or eligibility for registration is required;
- At least five years of psychologist experience, preferably in a school setting; Experience working with children and youth;
- Knowledge of emerging issues and best practices in the areas mental health affecting children and youth for the development and delivery of appropriate services;
- Knowledge of counseling theory and techniques for recognizing and treating mental health issues in children and youth;
- Knowledge of all relevant standards, legislation and regulations (e.g. the Health Discipline Act, Occupational Health and Safety Act, FIPPA);
- Ability to consult and collaborate effectively with faculty and staff to identify issues/requirements and develop optimal residential/health centre programming; and to address problem areas quickly and effectively;
- Ability to engage with student and their parents, to provide necessary information, identify and discuss problem areas, and facilitate effective solutions;
- Ability to develop measurement criteria for mental health programs, evaluate program success, and develop options/recommendations for change/improvement where necessary;
- Ability to successfully further develop mental health services, initiatives and projects that support the strategic direction of the College;
- Ability to analyze data and information to determine valid conclusions and recommendations.

Please [apply online](#) by creating a “**Professional/Management**” profile account by **Friday July 20, 2018**. We thank all candidates in advance; however, will contact only those selected for an interview.

We are an Equal Opportunity Employer and value diversity, encouraging applicants from all qualified individuals. If you are contacted by UCC regarding a job opportunity, please advise us if you require any accommodations.

To learn more about us please visit our site at www.ucc.on.ca