

## Senior Psychology Consultant

The Ministry of the Solicitor General, Corporate Healthcare and Wellness Branch, seeks a Forensic Psychologist to act as the Senior Psychology Consultant on several priority and high-profile initiatives within the Branch.

The Senior Psychology Consultant will provide expertise and leadership in the development of psychological services within Ontario correctional institutions and community services, by providing policy development, program advice, and related recommendations and options for senior leaders and Psychologists in the institutions. Through consultations with internal and external stakeholders, the Senior Psychology Consultant will contribute to the establishment of facility psychological standards, policies, practices and procedures, and will provide on-going clinical expertise, support, training and assessment of Peer Support Program Leads and volunteer peer supporters.

The successful candidate will be a Registered Psychologist in the Province of Ontario with a strong understanding of corrections and forensic psychology; a leader with a strategic mindset and the ability to collaborate, create, and communicate a shared vision for Psychology Services within Correctional Services, with the goal of streamlining and providing oversight of clinical practices and models of care within the institutions.

### About the Corporate Health Care and Wellness Branch

The Corporate Health Care and Wellness Branch (CHCWB) provides strategic oversight and health care knowledge and expertise within Correctional Services, including establishing and maintaining relationships with other ministries and health system partners. The CHCWB is responsible for overseeing end-to-end health care services and supports for clients, including implementation of a correctional health care strategy, and development of ministry-wide policies and procedures that align with evidence-based best health practices, current legislation, professional standards and institutional services policies and procedures. The CHCWB is also responsible for overseeing a wellness strategy for correctional employees that spans the full continuum of care, from wellness promotion to occupational stress injury prevention and support.

### What can I expect to do in this role?

As the Senior Psychology Consultant, you will:

- Work with Psychologists in the institutions to identify priorities, and develop policies and standards.
- Lead consultations with senior leaders to further define the role and impact of psychology services within institutional and community services.
- Develop strategic program direction and provide subject matter expertise on the delivery of psychological services in accordance with legislation and the standards of professional practice.
- Work collaboratively with the Manager of the Peer Support Program.
- Provide recruitment support, training, clinical expertise, and professional oversight to Peer Support Program staff, and provide training to stakeholders in the corrections community.
- Support the development and implementation of a program evaluation for the Peer Support Program.
- Provide expertise and advice into the development and implementation of activities to decrease stigma around mental illness, addictions, and help-seeking, and knowledge of impacts of trauma and trauma recovery.
- Maintain professional linkages, ensure the Province's correctional programs reflect best practices, and provide a pipeline for recruiting.
- Provide consultation and clinical expertise on other Ministry health and wellness initiatives, as required.

The Ontario Public Service (OPS) defines what it means to be a leader by the following expected attributes and behavioural competencies:

- You commit to the responsibilities of being a leader by demonstrating authenticity, accountability and courage.
- You lead for the future by embracing positive disruption, modelling a future mindset and developing staff, every day.
- You are people-centred by leading with a common purpose, being inclusive and driving people-centred outcomes.

NOTE: to learn more about the leadership behaviours we seek in our next Senior Psychology Consultant, please click the "View More Information" link at the top of the ad.

**Location:** Toronto

**How do I qualify?**

### **Mandatory**

- You are a registered Psychologist in good standing in the Province of Ontario

### **Specialized Knowledge and Experience**

- You have knowledge of science and practices of psychology, including a full range of psychotherapeutic and correctional assessments, and intervention techniques.
- You have knowledge of psychological research methods to plan and guide evaluation of programs and services.
- You have progressive experience in providing professional psychological and consultancy services.
- You have knowledge of the correctional services mandate and culture, and the stressors associated with correctional work.
- You can interpret and apply relevant policies, professional guidelines and legislation, including Ministry of Correctional Services Act, Mental Health Act, Public Service Act and the Criminal Code of Canada, and guidelines relating to peer support services.

### **Leadership Skills**

- You have proven leadership ability to oversee the delivery of psychological programs and services in provincial institutions.
- You have proven skills to provide coaching and mentoring, and foster an engaged and inclusive environment.
- You have knowledge of human resources practices, policies, and collective agreements in relation to recruitment, training and development, and performance management.
- You can think strategically to ensure programs and services are in line with long-term corporate objectives.

### **Program Planning and Development**

- You can evaluate treatment programs, procedures and policies, identify trends and gaps, and develop recommendations to improve psychology programs within correctional facilities.
- You have project management skills to plan, organize and execute research and evaluation, and develop programs/strategies for mental health and addictions, and psychology services.
- You can conduct research and analyze data to make evidence-based recommendations.

### **Communication, Consultation and Stakeholder Relations Skills**

- You can build relationships with key stakeholders and collaborate across divisions within the Ministry
- You can write and present technical information in a clear and concise manner.
- You can work collaboratively with professional associations and partners to ensure currency with best practices when reviewing policies, programs, and treatment services.
- You can provide consultation, clinical expertise, and sound advice to Psychologists in the field, as needed.

### **Diversity, Inclusion, Accessibility and Anti-Racism**

The OPS is an innovative, responsive and accountable public service that works hard to be diverse, anti-racist, inclusive, merit-based, and equitable. Diversifying leadership is a top priority for the OPS. Our goal is to achieve parity with the Ontario labour force by 2025 for the most under-represented groups (Indigenous, racialized and persons with disabilities) on our leadership teams.

The OPS is an accessible employer and we offer accommodation in all aspects of employment, including the recruitment process. Visit the [OPS Anti-Racism Policy](#) and the [OPS Diversity and Inclusion Blueprint](#) pages to learn more about the OPS commitment to advancing racial equity, diversity and inclusion.

**Salary Range:** \$79,720 - \$120,574 per year

**Additional Information:**

- 1 Temporary, duration up to 24 months (with possible extension), 25 Grosvenor St, Toronto, Toronto Region, Criminal Record Check

**Note:**

- In accordance with the Ontario Public Service (OPS), Employment Screening Checks Policy (ESCP), the top candidate(s) may be required to undergo a security screening check. Refer to the above to determine the screening checks that are required for this position.

Required security screening checks along with your written consent, will be sent to the Transition and Security Office (TSO), Talent Acquisition Branch (TAB), HR Service Delivery Division (HRSDD) to evaluate the results. If applicable, the TSO, with your written consent, will request and obtain any additional employment screening checks that were not obtained directly by you.

A record under the Criminal Code and/or other federal offence record(s) does not automatically mean you will be ineligible for the position. The employment screening check(s) will only be reviewed and evaluated by the TSO for the purpose of making a security clearance decision. The details of an individual's employment screening check(s) will be considered in specific relation to the duties and responsibilities of the position being filled. Employment screening check records will be maintained by the TSO and kept strictly confidential.

- The information that you provide for the purpose of this competition and the results from this competition may be used to fill other positions. These positions may be of various tenures, including short-term assignments. Your information and the results from this competition will be retained for the purpose of filling vacancies in accordance with the applicable collective agreement or policy provisions.

Please apply online, only, at [www.ontario.ca/careers](http://www.ontario.ca/careers), quoting **Job ID 155607**, by **Thursday, November 12, 2020**. Please follow the instructions to submit your application. Faxes are not being accepted at this time. at

If you require accommodation in order to participate in the recruitment process, please contact us at [www.gojobs.gov.on.ca/ContactUs.aspx](http://www.gojobs.gov.on.ca/ContactUs.aspx) to provide your contact information. Recruitment Services staff will contact you within 48 hours. Only those applicants selected for an interview will be contacted.

The Ontario Public Service is an inclusive employer. Accommodation will be provided in accordance with Ontario's *Human Rights Code*.

[www.ontario.ca/careers](http://www.ontario.ca/careers)