

Professional Practice Leader - Psychology

2 Permanent vacancies (Full Time or Part Time)

Job Summary:

Provide evidence based solutions, and expert clinical advice to operating areas (Eligibility Adjudicators, Case Managers, Nurse Consultants, Health Services Division, Advanced Practice Nurses, Appeals and Senior Management) external Health Care Providers regarding appropriate, effective health care interventions to optimize outcomes for workers. This will include discussing psychological factors that may be influencing recovery and RTW; provision of expert advice on the compatibility between the psychological symptoms and the injury; evaluating effectiveness of psychological treatment modalities at the case and system level, including recommendations of programs, providers to further assist worker's rehabilitation, providing expert advice on prognosis.

Lead and develop strategic health care initiatives specific to the management of cases where psychological and/or psychosocial concerns must be addressed.

Directly supervise WSIB psychologists through the provision of leadership, support, professional guidance and professional practice advice based on clinical evidence and best practice relating to their role and responsibilities, competence and ethical and practice requirements, necessary professional development, continuing education and skill level.

Participate in the identification of need, development, planning, delivery and evaluation of internal education to the operating area (Senior Management, Eligibility Adjudicators, Case Managers, Nurse Consultants, Health Services Division personnel, Advanced Practice Nurses, Appeals staff) regarding psychologically related topics. Provision of guidance to Service Delivery personnel regarding appropriate processes such that the activities of health care providers are maintained and carried out in accordance with relevant legislation and standards of practice.

Develop and manage the delivery of performance metrics to support quantitative and qualitative analysis of outcomes of psychological services, lead and/or participate in psychology-related projects.

Key Accountabilities and Responsibilities:

1. Provision of evidence based solutions and expert clinical expertise by means of facilitating knowledge integration and application of research, consultation, collaboration, leadership, expert coaching and guidance.
 - Clinical Expertise: Provision of advice and guidance as an advanced subject matter expert on complex and unusual psychological issues in cases regarding appropriate psychological services to support return to work and recovery in accordance with relevant legislation and standards of practice. Maintain a current awareness of developments in psychological assessment methods and treatments via reviews of published literature to inform evidence based approaches.
 - Integration of clinical expertise with the evaluation of relevant research findings to effectively assess, problem solve and recommend treatment plans/interventions during conversations and case conferences with Eligibility Adjudicators, Case Managers, Nurse Consultants, Advanced Practice Nurses, other operating area personnel and external providers to progress and sustain RTW and recovery. Operationalize the principles of occupational health in interactions including rehabilitation, industry-based factors, human response to injury and illness within interactions.
 - Knowledge Integration and Research: Develop, integrate and evaluate best practice protocols and current research evidence arising from critical analysis and review of literature to support professional practice decision making and program design.
 - Consultation: Provide in-depth guidance to support the integration of recovery and RTW. Collegial discussions with external providers; assess the clinical presentation of the worker and recommend evidence based treatment options/interventions to facilitate recovery and RTW. Work together with staff and other stakeholders to achieve a common purpose of RTW and recovery.

- Leadership: Employ creative strategies to educate and influence behaviour to support changes in health care interventions inclusive of creating and preparing decision tools, protocols, processes, procedures, education and orientation materials.
 - Expert coaching and guidance: Demonstrate the ability to contextualize knowledge and information to operationalize efficient and effective health care decisions.
 - Quality management strategies/principles: Design, implement, monitor and to evaluate the value provided by psychology services
2. Provision of advanced clinical subject matter expertise for Health Services Division, Service Delivery, Occupational Disease and Specialized Services and programs regarding evidence based and best practice decision tools, protocols, processes and procedures for effective health care interventions.
 - Provide advanced subject matter expertise regarding evidence based and best practice decision tools, protocols, processes and procedures for effective health care interventions, medical devices and supplies
 - Prepare decision tools, protocols, processes, procedures, training and orientation materials
 - Participate in the development, implementation and evaluation of programs and services.
 - Identify and address knowledge gaps within service delivery and other areas as required.
 3. Provide advice, leadership and professional guidance to psychologists on their role and responsibilities and participate in the implementation and evaluation of professional practice in relation to the needs of injured workers at the WSIB founded on the principles of self-governance, professional accountability, professional standards and codes of ethics and incorporate best practices and continuous quality improvement processes. This includes:
 - Manage the recruitment and election process for staff psychologists and identify resource requirements for psychologists; Define, develop and implement standards of psychology practice specific to drug therapy needs of the injured and ill worker; Identify and develop tools and systems to monitor the attainment of these standards, including identifying training and development needs of psychologists;
 - Provide advice on complex and unusual cases, competency, ethical and practice requirements, advice in the utilization of research findings and best practice protocols in their practice to ensure that clients receive appropriate, effective and efficient service
 - Provide effective mentoring and constructive feedback;
 - Conduct performance evaluation of psychologists in relation to practice issues and initiating corrective and disciplinary action when required
 4. Lead and/or participate in special initiatives/projects arising from the health care strategy/case management activities.
 - Participate by means of case file reviews, provision of subject matter expertise and recommendations to team members;
 - Support training, orientation and develop, implement and evaluate professional development programs.
 - Utilize an in-depth knowledge of adult education and management principles and theories in the hiring, training and orientation of new Nurse Consultants and other WSIB staff as required.
 5. Knowledge of factors impacting WSIB Health Care programs and services as they relate to psychotherapy and case management activities
 - Knowledge of the WSI Act, other related and relevant acts (RHPA, Psychotherapy Act, FIPPA, MFIPPA, PHIPPA, PIPEDA, etc.)
 - Knowledge of policies and procedures relating to treatment and health care entitlement, RTW and work transition sufficient to analyze, interpret and provide advice and/or direction to Service Delivery and/or respond to escalated client enquiries.
 - Inform Case Managers, Nurse Consultants, other Service Delivery staff and external health care professionals on professional practice standards and other relevant legislation in relation to psychotherapy, and represent psychotherapy at WSIB.

6. Have a working knowledge of computer systems and software applications to access data and prepare reports, and documents.

Job Requirements:

- Registered in good standing with the regulatory College of Psychologists of Ontario
- Knowledge acquired through Doctoral (PhD) prepared academic background
- Evidence of ongoing professional development, inclusive of teaching and research, acquired through clinical practice in the community, industry, acute care, and rehabilitation in multidisciplinary settings.
- Breadth and depth of knowledge and experience required to provide appropriate recommendations and advice relating to basic and complex clinical case files for working age people.
- Required to be able to incorporate practical and relevant judgment with respect to managing staff, developing and monitoring performance indicators, planning related to specific initiatives/projects, and/or when providing consultation related to a specific case.
- Ability to use office suite of applications

As a precondition of employment, the WSIB will require a prospective candidate to undergo a criminal records name check prior to or at any time following hire.

To apply for this position, please submit your application by the closing date noted above on our Job Opportunities page:

<http://www.wsib.on.ca/WSIBPortal/faces/WSIBArticlePage?fGUID=835502100635000719>

We appreciate the interest of all candidates. Due to the volumes of applications we receive, we are only able to contact candidates that are selected to move forward in the recruitment process. The WSIB is an equal opportunity employer.

The WSIB is an equal opportunity employer and provides accommodation for job applicants in accordance with the Human Rights Code and the Accessibility for Ontarians with Disabilities Act. If you are an individual with a disability and you need accommodation in order to apply for this position, please contact talentacquisitioncentre@wsib.on.ca. If you are invited to participate in the assessment process, please provide your accommodation needs at that time. Please be advised that you may be required to provide medical documentation to the WSIB's Corporate Health Department so that appropriate accommodation can be provided to you throughout the recruitment process.

Employees of the WSIB have important ethical responsibilities, including the obligation to place the public interest above personal interests. Job applicants are therefore required to disclose any circumstance that could result in a real, potential or perceived conflict of interest. These may include: political activity, directorship or other outside employment and certain personal relationships (e.g. with existing WSIB employees, clients and/or stakeholders). Please contact TAC if you have any questions about conflict of interest obligations and/ or how to make a disclosure.

Privacy Statement

Personal information will be collected from your resume, application, cover letter and references under the authority of the Workplace Safety and Insurance Act, 1997 and will be used by the Talent Acquisition Centre and WSIB hiring parties to assess/validate your qualifications and/or determine if you meet the requirements of vacant positions and/or gather information relevant for recruitment purposes. If you have questions or concerns regarding the collection and use of your personal information, contact the WSIB Privacy Office, 200 Front Street West, Toronto, ON, M5V 3J1 or 416-344-5323 or 1-800-387-0750 extension 5323. Be advised that information related to application status will not be provided.