

Social Worker

1.0 Full Time, Permanent

Annual Salary \$ 68,988 - \$76,150

Hourly Rate \$35.38 - \$39.05

The Social Worker, as part of the interdisciplinary team, assists in the primary care functions and participates in the development, implementation, monitoring and evaluation of programs and services of the Timmins Academic Family Health Team (TAFHT).

Primary Responsibilities

- Provide individual counselling, client support and system navigation (for example: housing, financial support, employment, crisis intervention, community programs).
- Support various TAFHT programs and services, including, but not limited to mental health, palliative care, grief counselling and memory clinic.
- Implement and discuss appropriate individualized care plan with the client/family care giver based on best practices, in collaboration with the primary care team.
- Evaluate achievement of client goals.
- Document using Electronic Medical Record while following TAFHT policies and the Ontario College of Social Workers and Social Service Workers Code of Ethics and Standards of Practice.

Education, Qualification and Skills

- Bachelor's or master's degree in social work, counselling or psychology from a recognized institution.
- Registered and in good standing with the Ontario College of Social Workers and Social Service Workers (OCSWSSW), or a professional regulatory college acceptable to the employer.
- Minimum two (2) years related experience, including the provision of client intakes or assessments, brief or short-term counselling to individuals & couples, suicide risk assessment & treatment, psycho-educational group development & facilitation, and crisis counselling.
- Experience in evidence-based psychotherapies (e.g. cognitive behavior therapy, solution-focused therapy, etc.).
- Experience in mental health and/or addictions (community-based setting preferred).
- Knowledge of Microsoft Office (Word, Excel, Outlook) and experience with electronic medical records (EMR).
- Proficient in assessment, psychotherapy, and psychosocial counseling.
- Excellent communication and interpersonal skills, with a strong commitment to patient advocacy.
- Ability to work independently and collaboratively as part of an interdisciplinary team.
- Ability to prioritize and adapt in a fast-paced and constantly changing work environment.
- Ability to speak and write in both official languages, English and French is an asset.

Additional Job Requirements

- Must follow all TAFHT policies and procedures.
- Must be legally entitled to work in Canada.
- This position is in Timmins ON, the position requires working in office and on site.
- As a condition of employment, proof of COVID-19 vaccination and required immunizations must be provided.
- Must be able to travel within the community for work-related purposes using a personal vehicle. Travel expenses will be reimbursement by the employer.
- Current Ontario Driver's License.

The above responsibilities are not to be considered all inclusive; and may be assigned other related duties in the interest of efficient operations of the Family Health Team.

Why Join Our Team:

- **Comprehensive Benefits Package:** Health and dental benefits to support your well-being.
- **Pension Plan (HOOPP):** Access to the Healthcare of Ontario Pension Plan (HOOPP) to help plan for your future.
- **Generous Vacation Package:** A competitive vacation allowance to support work-life balance.
- **Paid Time Off:** Illness and personal days, float days, and paid time off between December 25 and January 1st.
- **Exclusive Perks:** Access to discounts and special offers through Perkopolis.

- **Professional Growth:** Work with a supportive team that values learning and professional development.
- **Meaningful Work:** Make a difference in patient care and community health in a primary care setting.

Position Details

This position reports directly to the Clinical Director.

This is a new position.

The position may be located at 123 Third Avenue (Suite 200, 250, or 300), Algonquin West, 101 Mall, Algonquin East, Fifth Avenue, Toke Street, or any other location within Timmins. The employer reserves the right to modify the assigned location or site based on operational requirements.

This is a bargaining unit position represented by OPSEU/SEFPO.

How to apply:

Qualified applicants are asked to forward their cover letter and resume to humanresources@tafht.ca.

For more information on our team and for a copy of the job description please visit our website at www.timminsfht.ca

We thank all applicants for their interest in TAFHT, however, only those applicants selected for an interview will be contacted.

The TAFHT is committed to a fair and transparent hiring process. We do not use artificial intelligence (AI) or automated decision-making tools to screen, assess, or select candidates. All applications are reviewed by qualified members of our team to ensure a thoughtful and equitable evaluation.

TAFHT supports diversity, equity and a workplace free from harassment and discrimination. We encourage applications from all qualified candidates, including women, visible minorities, aboriginal persons and persons with a disability. Personal information contained in applications will be used for recruitment purposes and collected as per Freedom of Information (F.O.I.) And Protection of Privacy Act, 1987.

TAFHT is committed to improving access and opportunities for individuals with disabilities in accordance with the Accessibility for Ontarians with Disabilities Act. If you require a specific accommodation during the application, interview or recruitment stage, please contact our office at 705-267-1993, or by email at humanresources@tafht.ca noting Accessibility Inquiry in the subject line, for appropriate accommodations to be made.

SOCIAL WORKER JOB DESCRIPTION

Approved by: Executive Director

Effective Date: May 2012

Reviewed Date: July 2025

Position Summary

The Social Worker at the Timmins Academic Family Health Team (TAFHT) provides assessment, treatment, and management for patients' biopsychosocial needs. This role involves working with an Interprofessional Healthcare Provider (IHP) team to support health promotion, disease prevention, and chronic disease management. The Social Worker participates in the development, implementation, monitoring and evaluation of programs to meet the needs of the TAFHT patient population.

Reporting Relationship

This position reports directly to the Clinical Director.

DUTIES & RESPONSIBILITIES

Assessment:

- Screen and prioritize patient referrals.
- Review patient information and conduct timely psychosocial assessments.
- Work with patients to identify needs and create treatment plans.
- Assess areas of focus to maximize the effectiveness of social work resources.

Treatment/Management/Planning:

- Provide individual and group counseling/therapy/psychoeducation.
- Routinely assess patient progress and adjust treatment goals.
- Collaborate with healthcare providers to implement and discuss care plans.
- Help patients improve personal effectiveness and health, including support with medication and lifestyle choices.
- Document patient interactions and progress.

Education/Advocacy:

- Promote education on social determinants of health and mental health.
- Educate patients about community resources and advocate on their behalf.
- Develop and deliver presentations and learning materials for patients and staff.
- Advocate for patients where appropriate.
- Mentor SW students on placement with TAFHT

Referrals/Collaboration:

- Communicate with healthcare providers to ensure comprehensive care.
- Refer patients to appropriate services within TAFHT and the community.
- Collaborate with IHPs on social and health-related needs.
- Offer social work expertise to the interdisciplinary team.

Other Responsibilities

- Stay updated on policies and organizational changes.
- Contribute to the organization's efficiency and goal achievement.
- Follow established procedures and prioritize tasks effectively.
- Ensure compliance with PHIPA and other applicable laws and legislation.
- Promote TAFHT services.
- Prepare reports as required and requested.
- Communicate effectively with team members, patients, families, and community partners.
- Participate in self-directed learning by attending professional conferences, e-learning and journal reviews.
- Facilitate appropriate internal and external education/counseling sessions.

- Knowledge and proficiency in current, evidenced-based methods and practices in primary care.
- Demonstrated ability to be open and non-judgmental.
- Engage in professional development and quality assurance activities.
- Actively participate in meetings, clinical projects, committees, research and special events as needed.
- Demonstrated ability to be open and non-judgmental.
- Perform occasional local travel within the community for business-related purposes.
- Perform other associated duties as required.

CORE COMPETENCIES

- Results-oriented and accountable.
- Strong problem-solving and organizational skills.
- Adaptable and collaborative team player.
- Maintain confidentiality.
- Effective presentation and teaching skills.
- Knowledgeable about primary care practices, health promotion, and disease prevention.
- Proficient in assessment, therapy, and counseling techniques.
- Strong communication and leadership skills.
- Understanding of social determinants of health and primary care settings.
- Ability to manage responsibilities effectively.
- Preferably strong written and spoken communication skills in both official languages.

EDUCATION & EXPERIENCE

- Bachelor's or Master's degree in Social Work from a recognized university.
- Registered and in good standing with the Ontario College of Social Workers and Social Service Workers (OCSWSSW), as a registered Social Worker (RSW).
- Minimum of 2 years of experience preferably in a healthcare or community setting and knowledge of community resources, and social services.
- Experience working with marginalized populations and an understanding of the challenges related to accessing healthcare services.
- Proficient in assessment, psychotherapy and psychosocial counseling.
- Knowledge of Microsoft Office, such as Word/Excel/Outlook, and experience with electronic medical records (EMR).
- Current Ontario Driver's License.

WORK ENVIRONMENT

TAFHT – Site

TAFHT will strive to provide well-lit, well-ventilated clinical areas that are furnished ergonomically. Personal office space may or may not be shared. The environment may vary depending on location. Ergonomics, health and safety of the employee will be an important consideration when the location is furnished and equipped. It may be required to bring some requisite equipment and supplies when reporting to work in these environments.

In Home Visits

This position may be required to provide primary care within the confines of a patient's home. These environments are not assessed beforehand, and it is the responsibility of the employee to assess the environment for health and safety risks. It is the policy of the TAFHT that no employee has to work in an environment they feel is detrimental to their health and/or safety.

Other Locations

This position may require you to work at multiple sites or be transferred between sites. Due to the collaborative nature of this position, you will be required to attend meetings at other locations. Travel may be required between sites and client homes. Travel related to the fulfillment of this job description will be reimbursed.

Equipment Used

Computer, printer/scanner/fax, photocopier, telephone, AV Equipment including video projection unit, hand-

held, assessment tools, various teaching aids.

Reporting Relationships

This position collaborates with the TAFHT leadership team, physicians and other TAFHT employees and members to provide efficient, appropriate primary care to TAFHT patients. Collaboration with other community health partners may be required.