



African Nova Scotian Justice Institute (ANSJI) is accepting Expressions of Interest letters for a Director, Forensic Assessment and Treatment Unit (FATU).

JOB SUMMARY

The Director oversees the recruitment, training and ongoing support for professionals carrying out the Impact of Race and Culture Assessments (IRCAs) and oversees the operations related to conducting IRCAs. The Director will strategically advocate for increased access to mental health services for African Nova Scotians and Black People of African Descent navigating the justice system, such as criminal, youth justice, child welfare and family law. The Director will explore and develop the treatment component of the Forensic Assessment and Treatment Unit. The Director will also be engaged in the developing National IRCA work at a Federal level.

Reporting Structure: The Director of FATU will report directly to the Executive Director.

ANSJI Mandate:

To address issues of systemic racism in the justice system that negatively impact African Nova Scotians and Black People of African Descent while ensuring fair, legal and constitutional treatment of all African Nova Scotian and Black People of African Descent community members.

ANSJI Vision:

To create programs and services that adequately address institutional racism faced by African Nova Scotians and Black People of African Descent and their families when dealing with human rights complaints, the justice system, all forms of law enforcement and incarceration. The ANSJI will be a place African Nova Scotians/ Black People of African Descent can turn to when seeking legal advice, guidance and advocacy that understands African Nova Scotians as a distinct people. Government, non-governmental organizations, academic institutions, and community groups will look to the ANSJI as a leader in legal research, advocacy and education on justice issues affecting African Nova Scotian/ Black People of African Descent communities.

Responsibilities:



As a Director of the Forensic Assessment and Treatment Unit, your responsibilities will encompass a range of managerial, clinical, and administrative duties aimed at overseeing the provisioning of forensic mental health services targeted toward African Nova Scotians and Black People of African Descent. The following represent the key responsibilities of the Director:

- **Strategic Leadership:** Provide strategic direction for the forensic assessment and treatment programs, aligning them with the organizations mission, values, and goals as well as contribute to the overall strategic work of ANSJI. The director will be a strategic leader in Black mental health initiatives playing a crucial role in addressing mental health disparities within the Black community and promoting mental wellness in ways that are culturally competent and accessible.
- **Program Development and Oversight:** Develop, implement and evaluate forensic assessment and treatment programs to ensure they meet the needs of clients and align with best practices in the field.
- **Staff management:** Supervise a team of forensic clinicians and support staff, providing guidance, support, and professional development opportunities.
- **Quality Assurance:** Ensure the quality and integrity of forensic assessments and treatment interventions through ongoing monitoring, review and quality improvement initiatives.
- **Compliance and Risk Management:** Ensure that all forensic assessment and treatment services comply with relevant legal and ethical standards, including confidentiality, informed consent, and risk management protocols.
- **Interdisciplinary Collaboration:** Foster collaboration and communication with other departments, agencies, and stakeholders involved in the forensic mental health system, including law enforcement, courts and community organizations.
- **Clinical Oversight:** Provide clinical oversight and consultation to staff involved forensic assessment and treatment, including case conceptualization, treatment planning, and crisis intervention.
- **Budgeting and Financial Management:** Develop and manage budgets for forensic assessment and treatment programs, ensuring fiscal responsibility and sustainability.
- **Research and Program Evaluation:** Stay abreast of current research and best practices in forensic mental health, and participate in program evaluation activities to assess the effectiveness and impact of services.



- **Advocacy and Public Relations:** Serves as an advocate for clients and the organization within the community, raising awareness about the importance of forensic mental health services, Black mental health, and advocating for policy changes to improve access and quality of care. Contribute to advocacy and discussions at a national level.
- **Training and Education:** Develop and deliver training programs for staff, interns, and other stakeholders on topics related to forensic assessment and treatment.
- **Crisis Management:** Develop and implement crisis management protocols to respond effectively to emergencies or critical incidents involving clients or staff.

Overall the Director of Forensic Assessment and Treatment Unit plays a pivotal role in ensuring the delivery of high-quality, ethical, and effective forensic mental health services within the non-profit organization.

Qualifications and Skills

- Demonstrated knowledge and understanding of African Nova Scotians as a distinct people as well as social issues affecting the community.
- The ability to serve African Nova Scotians and Black People of African Descent in a clinical capacity.
- The ability to provide clinical support and guidance to other pillars within ANSJI, as required.
- Certified mental health or social work professional with membership in good standing at the appropriate regulatory college and/or association.
- 3-4 years experience in a senior management role within a healthcare institution or related organization.
- Firm understanding of the relationship between over-incarceration of African Nova Scotians and institutional anti-Black racism.
- Experience completing IRCAs for individuals awaiting sentencing or a willingness to take the IRCA training.
- Proven ability to stay up to date with new research, related laws, service delivery models and approached to mental health treatment.
- Experience in policy analysis, planning and development.
- Ability to maintain a high level of confidentiality and exercise discretion when necessary.



- Ability to work independently and collaboratively in an open team environment.
- Excellent knowledge of Microsoft Office Programs.

Criminal Record and Vulnerable Sector Check

Successful applicants are required to provide a Criminal Record Check (including Vulnerable Sector Search) before starting employment. While it is mandatory to submit a criminal record check, possessing a criminal record does not automatically eliminate you from being selected as the successful candidate.

Given the specific requirements of the job, certain criminal records may be deemed unsuitable for consideration as part of the selection process for the successful candidate.

Compensation & Terms of Employment

The ANSJI Director of Forensic Assessment and Treatment Unit's salary will be commensurate with experience. This role will be full time, up to March 31, 2026 with the possibility of an extension. ANSJI is open and willing to discuss and negotiate secondments, reciprocal arrangements, and leave. We invite all expressions of interest.

Hours of Work: Hours of work are typically Monday to Friday 8:30-4:30pm (flexibility on start and end times) but some evening and weekend work may be required.

Holidays: Holiday pay is paid to all full-time and part-time employees in accordance with the Nova Scotia Labor Standards Code. ANSJI observes the following holidays:

- Salaried Workers: New Year's Day, Heritage Day, Good Friday, Easter Monday, Victoria Day, Canada Day, Civic Holiday in August (Natal Day), Labor Day, Thanksgiving Day, Remembrance Day, Christmas Eve, Christmas Day and Boxing Day.
- All other days that may be considered holiday will need prior approval of the Executive Director.

Vacation: The Employee will earn up to twenty (20) days of vacation per annum and this will be taken at agreed upon times by the Employee and Employer. Additionally, there are two designated "shut down" periods one in the summer and one in the winter months the Employee will be notified of these shut down periods in advance.



Probation Period: Successful candidates will undergo a 3-month probationary period to assess performance and suitability for continued employment.

Start date: To be determined by the Executive Director.

Pension: Upon completion of the mandatory probationary period, the employee will be permitted to join ANSJI RRSP pension matching program if interested, but this is not mandatory

Benefits: The Employee will be eligible to enroll in the ANSJI benefits program after successful completion of the probationary period. The benefits are mandatory unless waived by the insurance company if the Employee has comparable coverage.

If you are interested in this position, please submit your expression of interest to the ANSJI Director of Operations, Sarah Upshaw, at sarah.upshaw@ansji.ca subject line: *Director-FATU*, no later than Midnight on April 27th, 2025.