



**African Nova Scotian Justice Institute (ANSJI) is accepting Expressions of Interest letters for a Clinician (Cultural Assessment & Treatment Services Unit) at the African Nova Scotian Justice Institute (ANSJI).**

### **JOB SUMMARY**

The Clinician will carry out Impact of Race and Cultural Assessments (IRCAs) while working with the Director of the Forensic Assessment and Treatment Unit to strategically advocate for increased access to mental health services for African Nova Scotians navigating the justice system. Training will be provided to the successful individual to develop the knowledge and skills required to complete IRCA's.

**Reporting Structure:** The Clinician will report directly to the Director of the Forensic Assessment and Treatment Unit.

### **ANSJI Mandate:**

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

### **ANSJI Vision:**

To create programs and services that adequately address institutional racism faced by African Nova Scotians 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 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 communities.

### **Key responsibilities of the Clinician:**

- Complete IRCAs and speak to assessment outcomes in court settings;
- Facilitate psycho-educational groups, 1:1 counselling and/or other treatment services are required;
- Facilitate external training sessions related to better serving African Nova Scotian clients for health and justice-based service providers; and
- Identify new trends and opportunities for the development of improved mental health service delivery models for African Nova Scotians navigating the criminal justice system.



## **Qualifications and Skills**

- Demonstrated knowledge and understanding of African Nova Scotians as a distinct people as well as social issues affecting the community;
- Masters degree in a clinical health-related discipline (Masters in Social Work, Psychology, Masters in Occupational Therapy, Clinical Nurse Specialist (MN) or Masters in Counseling);
- Licensure or eligibility for licensure with the respective licensing body;
- 3+ years clinical experience is preferred, applicants with less experience will be considered based on other demonstrated skills;
- Mental health and/or social work experience with African Nova Scotian clients, particularly clients involved with the justice system;
- Experience in social science research methodologies and techniques and experience in writing comprehensive complex and formal reports;
- 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 and related programs;
- Competencies in other languages an asset, French preferred; and
- Successful applicants are required to provide a Criminal Record Check (including Vulnerable Sector Search) as a condition of employment.

## **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 Clinician will be up to a 2-year contract position ending on March 31, 2026. Compensation will be \$65,000-\$85,000 yearly. 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 be granted fifteen (15) days of vacation per annum and 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 during which you will have time off. 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](mailto:sarah.upshaw@ansji.ca) subject line: *Clinician Position*, no later than Midnight on May 3, 2024.