



Great Northern Family Health Team Permanent Full-Time Mental Health Therapist – Primary Care

The Great Northern Family Health Team (GNFHT), located in Temiskaming Shores, is a collaborative interdisciplinary team of physicians and primary health care providers committed to enhancing primary health care, improving patient access, and providing integrated, patient-centered care to the communities we serve.

The GNFHT is committed to providing safe, accessible, equitable, and patient-centered care and to working collaboratively with patients, families, primary care providers, and community partners.

We are currently seeking a **motivated, compassionate, and collaborative Mental Health Therapist** to join our interdisciplinary team in a **permanent full-time (1.0 FTE)** position.

Position Summary

The Mental Health Therapist is a key member of the interdisciplinary primary care team and provides evidence-informed mental health counselling, psychotherapy, assessment, brief intervention, and care coordination to adults experiencing a range of mental health, emotional, psychosocial, and life challenges.

In addition to direct clinical services, the Mental Health Therapist may provide social and health-system navigation and practical support to assist patients in accessing community and government resources. This may include support related to income assistance, disability benefits, housing, financial insecurity, employment, health care, and other social determinants of health.

The successful candidate will demonstrate a strong commitment to collaborative, patient-centred care and will work closely with physicians, nurse practitioners, allied health professionals, administrative staff, and community partners to support positive patient outcomes.

Responsibilities and Job Expectations

- Conduct client intakes, screening, psychosocial assessments, and risk assessments within the clinician's scope of practice.
- Provide evidence-informed, short-term mental health counselling, psychotherapy, and therapeutic interventions to adults.
- Provide individual counselling and psychotherapy based on patient needs, goals, clinical presentation, and established treatment plans.
- Develop collaborative care plans with patients, primary care providers, and other interprofessional team members.
- Monitor patient progress and modify treatment approaches or follow-up plans as clinically appropriate.
- Identify and respond appropriately to mental health and psychosocial risk, including the need for additional assessment, consultation, or referral.
- Provide social and health-system navigation to assist patients in accessing appropriate health, social, financial, housing, employment, and community services.
- Support patients in navigating government and social assistance programs, which may include the Ontario Disability Support Program (ODSP), Ontario Works (OW), Employment Insurance (EI), housing supports, and other community resources.
- Assist patients with applications, forms, appeals, supporting documentation, and referrals, where appropriate and within the clinician's role.
- Advocate for patients and assist in identifying and addressing barriers to accessing health and social services.

- Facilitate referrals to appropriate internal and external health, mental health, social service, and community resources.
- Provide group education, workshops, or other programming in response to needs identified by the Family Health Team.
- Participate in health promotion, mental health promotion, prevention, and community outreach activities, as appropriate.
- Participate in interdisciplinary case consultation and team-based care planning.
- Collaborate with community agencies and other service providers to support continuity of care, with appropriate patient consent and in accordance with privacy requirements.
- Maintain accurate, timely, concise, and clinically appropriate documentation in the patient's health record, including use of the electronic medical record (EMR).
- Create, maintain, and safeguard personal health information and clinical documentation in accordance with applicable privacy legislation and GNFHT policies and procedures.
- Maintain professional boundaries and confidentiality in all interactions with patients, families, colleagues, and community partners.
- Participate in quality improvement, program development, evaluation, and other initiatives established by the GNFHT.
- Participate in applicable GNFHT programs and organizational initiatives, including Health and Safety, Quality Improvement, and Infection Prevention and Control, as appropriate to the role.
- Work in accordance with the policies, procedures, standards, and values established by the Great Northern Family Health Team.
- Perform other related duties as assigned in support of the effective operation of the Family Health Team.

The above responsibilities are not intended to be an exhaustive list. Other related duties may be assigned in accordance with the needs and priorities of the Great Northern Family Health Team.

Qualifications

- Bachelor's Degree in Social Work, Counselling Psychology or Psychotherapy
- Current registration and membership in good standing with the **Ontario College of Social Workers and Social Service Workers (OCSWSSW)** as a Registered Social Worker (RSW), **or** with the **College of Registered Psychotherapists of Ontario (CRPO)** as a Registered Psychotherapist (RP).
- Minimum **two years of related clinical experience**, preferably in mental health, counselling, psychotherapy, primary care, community health, or a related health-care setting.
- Experience providing brief, solution-focused, trauma-informed, or other evidence-informed therapeutic interventions is considered an asset.
- Experience with social systems navigation, including ODSP, Ontario Works, Employment Insurance, housing supports, and other community resources, is strongly preferred.
- Knowledge of community-based mental health, primary care, social service, and other community resources.
- Knowledge of applicable legislation, privacy requirements, professional standards, ethical requirements, and evidence-informed practices relevant to the position.
- Demonstrated commitment to patient-centered, culturally responsive, inclusive, and equitable care.
- Demonstrated ability to work effectively within an interdisciplinary team.
- Strong organizational, assessment, critical-thinking, problem-solving, and clinical decision-making skills.
- Must demonstrate professionalism, reliability, sound judgment, and a commitment to patient safety and quality care.
- Must support and contribute to a culture of safety, respect, inclusion, collaboration, and continuous improvement.
- Oral proficiency in French at an advanced or superior level is preferred.

Skills and Abilities:

- Strong clinical assessment, counselling, and psychotherapy skills, including psychosocial assessment, therapeutic goal setting, risk assessment, and evidence-informed interventions.
- Knowledge of mental health concerns, therapeutic approaches, crisis response, and referral pathways.
- Strong social systems navigation, advocacy, and problem-solving skills, including assisting patients to access health, social, financial, housing, employment, and government services.
- Excellent communication, interpersonal, and relationship-building skills, with the ability to work effectively with patients, families, providers, and community partners.
- Ability to work effectively within an interdisciplinary, team-based primary care environment while also working independently.
- Strong critical-thinking, clinical decision-making, organizational, and time-management skills, including managing competing priorities and recognizing when consultation or referral is required.
- Proficiency in EMR documentation, with the ability to maintain accurate, timely, concise, and clinically appropriate records.
- Knowledge of PHIPA, professional standards, ethical requirements, privacy and confidentiality, and the ability to maintain appropriate professional boundaries.
- Commitment to patient-centered, equitable, culturally responsive, and trauma-informed care, as well as continuous learning, professional development, and quality improvement.

Job Specifications:

- **Position:** Mental Health Therapist – Primary Care
- **Status:** Permanent Full-Time
- **Hours:** 37.5 Paid Hours per week
- **Hourly Wage:** \$39.832 per hour
- **Annual Salary:** Approximately \$77,673.
- Availability to work full-time hours, including days and occasional evenings, subject to operational and program needs. Current programming includes a Tuesday evening clinic; clinic operations currently extend to noon on Fridays.
- Our office is closed on all provincial statutory holidays and we encourage our team to take full advantage of their paid vacation and paid sick time/personal days.
- Health and dental benefits; Membership in the Healthcare of Ontario Pension Plan (HOOPP), subject to plan eligibility and participation requirements
- Professional development opportunities and support for ongoing learning
- **Reporting Relationship:** Reports to the GNFHT Executive Director
- **Work Location:** On-site at the Great Northern Family Health Team, 240 Shepherdson Road, Unit 2, New Liskeard, ON P0J 1P0.

Qualified applicants are invited to submit a cover letter and resume by mail, e-mail or fax no later than September 30, 2026, to:

Erin Montgomery, Executive Director
Great Northern Family Health Team
Unit 2, 240 Shepherdson Road
New Liskeard, Ontario
P0J 1P0
Fax (705) 628-2064
E-mail emontgomery@greatnorthernfht.com

*We thank you for your interest in the Great Northern Family Health Team;
however, only applicants under consideration will be contacted.*