

# HQ SOCIAL WORKER

790 Bay

**Reports to:** Director, Mental Health  
**Status:** Permanent, full-time  
**Hiring range:** \$60,000-\$70,000  
**Location:** 790 Bay Street, Toronto, ON

## About Us

HQ will be a centre of excellence in gay men's health, providing tailored mental health services, sexual health services, and community/social programming. It will provide an accessible, safe, welcoming space for all cis men and trans people who are into guys regardless of age, race, ethnicity, gender identify, sexual orientation, HIV status, socio-economic status, immigration status or ability. It will provide comprehensive, holistic services that empower clients and promote their physical, sexual, mental, emotional, community and spiritual/social well-being.

At HQ, we will work collaboratively with stakeholders and communities to promote health equity, through community engagement, and equitable access and participation in the centre's programs.

Find out more about us at: <https://hqtoronto.ca/>

## About the Role

As a Social Worker at HQ, you will provide mental health support for diverse communities of cis and trans gay, bisexual, and queer (GBT2Q) guys and other men who have sex with men and Two-Spirit people. This position will work within an interdisciplinarity team to provide mental health and substance use care including, crisis counselling, case management and group counselling. You will provide assessment, counselling, and referral services to assist guys in discussing issues related to their sexual and mental health, including but not limited to substance use, personality traits, and trauma. The Social Worker will lead mental health group interventions and support psychiatrists and psychologists in the rapid mental health assessment clinic.

## Responsibilities

### Counselling:

- Provide assessment, group counselling, and referral services to GBT2Q communities.
- Facilitate, and evaluate group-based interventions on a variety of mental health and substance use issues in collaboration with HQ partners.
- Provide affirming, supportive experiences to foster a sense of community.
- Address sexual health issues using a risk reduction and sex positive approach.

- Advocate on behalf of service users with health care providers.

**Crisis response:**

- Provide rapid response for clients who indicate urgent issues within all HQ care pathways, on-site or remotely.
- Assess risk and determine initial triage (internal HQ support or external support).
- Develop safety plans and provide appropriate referrals and supports.
- Complete documentation related to crisis support and case management.

**Community development and representation:**

- Represent the agency on sector-wide working groups related to partnerships, program evaluation and the development of new services.
- Represent the agency at a variety of ASO network meetings.
- Prepare and delivers workshops on mental health and sexual health as needed.

**Administration and general duties:**

- Maintain program records, including maintenance of information in databases of appropriate service user demographics and service provisions.
- Supervise Masters of Social Work and other placement students.
- Contribute to quality improvement, program reports, and proposals.
- Participate on HQ and external committees to plan, coordinate and deliver new and existing services, communicate information, resolve problems and achieve the goals of the organization.
- Participate in weekly clinical consultation.
- Respond to telephone, email and online inquiries related to counselling services and provides information, support and referrals.

## Required Knowledge & Experience

- Master of Social Work degree and registered member in good standing with the Ontario College of Social Workers and Social Service Workers.
- Minimum two years related experience in counselling, crisis intervention, group facilitation or case management with a working knowledge of a variety of counselling approaches, including: Cognitive Behavioral Therapy (CBT) or Motivational Interviewing or Community Reinforcement Approach (CRA), using anti-oppressive, trauma-informed and harm reduction frameworks
- Experience in Dialectical Behavioural Therapy (DBT) or Cognitive Processing Therapy (CPT) is an asset
- Demonstrated experience and knowledge of health issues that impactGBT2Q communities and an understanding of the ways that other intersecting identities shape lived experiences (e.g., race, age, gender identity, gender expression, ability/disability, socio-economic status, immigration status, etc.)
- Demonstrated understanding of substance use issues and how they intersect with sexual health
- Ability to use discretion, judgment, and tact in handling sensitive or confidential information or situations
- Experience fostering working relationships with key partners who have diverse interests in community development working withGBT2Q communities

- Flexibility in hours, including regular availability for evening and weekend work (clinic hours will be Monday to Friday 12:00-20:00 and Saturday 10:00-17:30)
- Excellent organizational, computer, problem solving, interpersonal, verbal and written communication skills
- Fluency in additional languages is an asset

## How to Apply

If you are interested in this position, please use the position title as the subject line and attach your cover letter and resume as a single PDF/Word file in an e-mail to [careers@hqtoronto.ca](mailto:careers@hqtoronto.ca)

**APPLICATION DEADLINE: Tuesday, July 6, 2021**

We would like to thank all applicants in advance for their interest in HQ, but only candidates receiving serious consideration will be contacted. No phone calls or agencies please.

HQ is committed to employment equity, a just workplace and the greater involvement and meaningful engagement of LGBTQ2S people in all that we do. We encourage applications from people with culturally diverse backgrounds and from people within the LGBTQ2S community.

We are also committed to fostering inclusion and accessibility in all areas of our work. If you require accommodation during the recruitment process, we will work with you to meet your needs.