



## Clinician

Interested in joining a growing, people-first team that does great things for Canadian organizations and the individuals connected with them? Arete is looking for a compassionate, bilingual superstar to round out our talented team.

**Job Title:** Clinician

**Language:** Bilingual (English and French)

**Location:** Private office in the South Shore of Montreal, Quebec

**Position:** Full-time

**Salary:** \$70,000 - \$75,000 in addition to an excellent paid benefits package

**Application Deadline:** Open until a suitable candidate is found

### A BIT ABOUT US

At Arete, we know people.

We believe that building resilience within people and the organizations that support them is important work—the most important work. This drives us to pour everything we have into what we do—supporting Canadian organizations and the people connected with them to be the very best they can be. Every, single, day.

Our assistance programs provide unparalleled, research-backed support for employees, retirees and organizations across the country. And because people come first at Arete, the warm and compassionate way we deliver those programs is second to none—it's work you can stand behind and feel proud to be a part of.

In addition, being a part of the Arete family comes with a competitive salary, excellent benefits package, flexibility and a leadership team dedicated to promoting a psychologically healthy workplace.

To learn more about us, our programs and what it's like to be a member of our family, visit [www.aretehr.com](http://www.aretehr.com).

### THE ROLE

As Arete's newest Clinician, you'll work with a team of colleagues (Clinical Coordinators, Internal Clinicians and others) from across Canada, providing in person or telehealth psychological counselling services to Arete assistance program users, as well as other applicable contracts or clientele, including community members and fee-for-service clients. This role also requires you to maintain a minimum caseload of approximately 90 client sessions per month depending on your responsibilities.

In addition, you'll:

- Be open to leading administrative, project management and research opportunities.
- Be an engaged participant in monthly supervisory conversations and/or peer consultations.
- Work both independently as well as in a peer-oriented model with other clinical colleagues.
- Confidently manage confidential information in a fast-paced environment.
- Easily adhere to Arete's organizational policies.

- Support the Clinical Services team, in their delivery of the Assistance Programs, including:
  - Risk assessment support,
  - Auditing files for clinical accuracy and quality assurance,
  - Consultation on clinical policies and procedures,
  - Providing Critical Incident Stress Debriefing sessions for client groups as required, and
  - Supporting the management of clinical-related complaints or concerns
- Support the external Clinical Affiliate network in their delivery of counselling services on Arete's behalf, including:
  - Managing the network based on client need across Canada,
  - Vetting and recruiting applicants to the network, and
  - Providing consultations and clinical and reporting guidance when necessary.
- Help with the ongoing development of the clinical sections of e-Tera™—Arete's online reporting database for our clinical network of experts.
- Act as a support and liaison between independent researchers and Arete's Clinical Services team.

## **YOUR TALENTS**

What are you amazing at? To ensure a great fit with our team, we're looking for someone whose talents include:

- Being a collaborative team player and problem-solver
- Being warm, compassionate and always professional
- Easily building strong interpersonal relationships
- High-quality written and oral communicator in both English and French
- Working well independently and with minimal supervision
- Being accountable to clients and the organization
- Being ready to adapt and be flexible during times of change

## **OUR REQUIREMENTS**

Apart from the unique talents you bring to the table, we require our Clinicians to:

- Have a Master's degree (at minimum), in Counselling Psychology or a related field (i.e. Social Worker, Psychotherapist, etc.) with a minimum of five years of counselling experience.
- Maintain up-to-date registration and a minimum of \$2 million in professional practice insurance.
- Be competent in the delivery of psychological/clinical counselling and general assessments to a broad range of clientele with various presenting issues and through different treatment modalities (in person and telehealth).
- Be committed to ethical, confidential, humanistic and empathetic professional client care—emphasizing a high level of customer service.
- Have experience and training in evidence-based therapies (such as CBT), as well as brief, solution-focused therapies. Clinicians must have an understanding of the DSM 5 diagnostic criteria.



- Have an understanding or experience with disability management, return-to-work programs and third-party payers.
- Easily build rapport, attract clientele and secure referrals and contracts.
- Have experience working with a secure, online case file management system.
- Have caseload management, organization, leadership and project management skills.
- Have experience with research projects as well as experience with the Employee Assistance Program industry (assets).

**Join us, and help us build resilience—together.**

**WHAT'S NEXT?**

Think you'd be a good fit and want to join the Arete family? Fantastic! Please send both your English and French resume and cover letter to [network@aretehr.com](mailto:network@aretehr.com).

We thank all applicants, but only those selected for an interview will be contacted.