



Associate Clinical Director

Insight Psychological Inc., a Canadian Business Growth 500 Award recipient, is a highly respected and rapidly expanding psychological service agency with service centres in Edmonton South/North/Downtown, Spruce Grove, and Calgary. Insight has been offering a multitude of counselling and specialized assessment services to children, adults, couples, families, groups, and organizations. Insight also has a Corporate Care Program which specializes in the training, support, and case management of workplace concerns related to psychological health & safety, sex & gender, harassment & bullying, interpersonal conflicts & difficulties, and traumatic incidents.

AT INSIGHT, WE VALUE:

- Strong and sincere passion for improving, enriching, and optimizing life.
- Diversity among Insight team members and those whom we serve.
- Excellence in our services to clients, in the work that we perform, and in the management of our organization.
- Integrity in the way that we operate and in the manner which we treat our stakeholders.
- Continual enhancement of our programs and services to better meet mental health needs across communities.

We are seeking a seasoned leader, who shares our values, to join our senior management team as the Associate Clinical Director. Reporting to the CEO/Clinical Director, the incumbent is accountable for the daily management of Insight's clinical programs and clinicians. The incumbent will also collaborate actively with their management colleagues to develop and materialize Insight's strategic goals, ensure positive client experience and outcomes as well as maintain a high-performance work culture. In addition, the incumbent will directly provide counselling, assessment, and other applicable psychological services to Insight clients.

KEY RESPONSIBILITIES:

- Assist the Clinical Director in the recruitment, selection, and onboarding of clinical supervisors, clinicians, and practicum students.
- Oversee as well as facilitate the development, mentorship, case consultation, supervision, and appraisal of clinical supervisors and clinicians. Need to be able to supervise in one's clinical areas of specialty as well as in more general areas of practice.
- Support the Clinical Director in reviewing, benchmarking, and strengthening the quality, efficiency, evidence-based applications, and targeted outcomes of the clinical programs and services provided by Insight.
- Share with the Clinical Director, the supervision of some of the following types of assessments: forensic risk assessments, parenting psych assessments, psychoeducational assessments, occupational assessments, Pn7 and pn8 reports.
- Oversee Insight's student internship program.
- Directly provide a designated number of hours of counselling, assessment, and other applicable psychological services to Insight clients.
- Participate actively in the development and materialization of Insight's strategic goals as well as in the research, review, determination, and execution of Insight's new programs, services, and products.
- Cultivate viable opportunities, connections as well as productive collaborations with other entities to advance Insight's mission, strategic goals, and best interest. Also participate actively in Insight's promotion and community engagement activities.
- Ensure effective organizational communication as well as foster a positive and productive working relationship among clinicians, staff, management, and external partners. Also collaborate actively with management colleagues in the development and maintenance of a high-performance culture at Insight.

QUALIFICATIONS/REQUIREMENTS:

- A Master or PhD in Psychology.
- Must be a Registered Psychologist, in good standing, with the College of Alberta Psychologists.
- Significant (more than 5 years) post-registration clinical experience, with additional training and experience as a clinical and assessment supervisor. Preference will be given to candidates who also have program and/or organizational management experience.
- Solid competency in the administration and interpretation of psychological instruments and the writing of psychological reports.
- Must be experienced, willing, and able to work competently with diverse groups of clients (e.g. individuals, couples, and families) in a broad range of areas/issues. Additional training and expertise in working with children and/or with issues involving sexuality, gender, and developmental disability is a definite asset.
- Knowledgeable and experienced with a range of evidence-based treatment modalities and therapeutic approaches.

SKILLS/ATTRIBUTES:

- Exceptional interpersonal and communication abilities (both verbal and written), with superior management, coaching, mentorship, and team building skills.
- Demonstrated ability to provide excellent client-centered service and care.
- Highly adaptable to fast-paced organizational growth and changes.
- Action and results oriented.
- Sound analytical, decision-making, and problem-solving skills.
- Strong organizational and time management skills, with proven ability to effectively juggle multiple priorities.
- Proficiency in MS Office and full computer literacy.

SALARY AND BENEFITS:

This is a full-time position with competitive salary. In addition, we offer an attractive employee benefit package that includes comprehensive extended health and dental benefits, flexible health and wellness spending account, matching RRSP contribution, paid health maintenance days as well as subsidies for professional development and practice permit. This position will also allow for a flexible work schedule (taking into consideration the organization's operational and service needs).

NOTE: This position is base in our Edmonton South service centre and the incumbent is expected to travel occasionally, as needed, to other service centres for supervision and other applicable management activities.

APPLICATION:

Qualified and interested candidates are invited to forward their cover letter as well as resume or curriculum-vitae at their earliest possibility to:

Dr. Cory Hrushka
CEO and Clinical Director
Insight Psychological Inc.
2532 Ellwood Drive SW
Edmonton, Alberta, T6X 0A9
E-mail: chrushka@insightpsychological.ca

Review of applications will begin immediately and will continue until the right candidate is found. We thank all applicants for their interest, however, only those selected for interview will be contacted. For more information about our organization, please visit our website at www.insightpsychological.ca