



The Canadian Mental Health Association – Kings County Branch is seeking a **Job Developer** for its At Work / Au Travail National Project employment services team.

The **Job Developer** will work with participants whose mental illnesses provide substantial barriers to employment. Clients will be referred to the **Job Developer** with an active Return to Work Action Plan (RTWAP). The **Job Developer** will be a member of a team of two Job Developers, a Job Developer/Career Practitioner, and a Job Coach to assist clients to implement their goals. The **Job Developer** will build relationships with potential employers in Kings County and other community agencies. The philosophical underpinnings of this program are the Mental Health Recovery Principles and the Individual Placement Support (IPS) Principles.

Key Responsibilities:

- Manage a caseload of individuals with mental health issues seeking competitive employment in a number of employment sectors.
- Work with individuals who are recently housed or precariously housed in finding and maintaining competitive employment
- Provide information about employment, training, volunteer and community resources to clients
- Provide Job Development services: identify and recruit potential employers, provide assertive outreach to the community, develop strategies to increase employment opportunities and establish and maintain positive relationships with employers
- Consult with employers to secure work placements, and to determine skill sets and educational requirements for jobs
- Work with the staff and participants to ensure successful job placements, including identification of accommodation requirements
- Support the Job Coach in preparing for client placements
- Negotiate placement subsidy agreements with employers
- Conduct employment readiness workshops
- Prepare and distribute program marketing material and assist in other marketing activities such as presentations, networking and educational activities
- Maintain ongoing employer/participant documentation and statistical data as required

Qualification Requirements:

- Post-secondary education in Social Services/Mental Health/Business/Marketing sector
- Excellent communication skills with the ability to engage employers, advocate for clients and collaborate with multiple stakeholders
- Successful candidates will demonstrate persuasiveness, confidence, resourcefulness and strong community and business knowledge
- Demonstrated understanding of mental illness and/or experience working in a vocational/employment initiative with individuals experiencing mental health issues is an asset

Salary: \$18.35/hr per Collective Agreement (under negotiation)

Other Requirements:

- A valid Nova Scotia driver's license and access to a vehicle is required
- Flexible schedule; some evening and week-ends may be required



Recovery principles

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At a 2004 National Consensus Conference on Mental Health Recovery and Mental Health Systems Transformation convened by SAMHSA, patients, health-care professionals, researchers and others agreed on 10 core principles undergirding a recovery orientation:

1. **Self-direction:** Consumers determine their own path to recovery.
2. **Individualized and person-centered:** There are multiple pathways to recovery based on individuals' unique strengths, needs, preferences, experiences and cultural backgrounds.
3. **Empowerment:** Consumers can choose among options and participate in all decisions that affect them.
4. **Holistic:** Recovery focuses on people's entire lives, including mind, body, spirit and community.
5. **Nonlinear:** Recovery isn't a step-by-step process but one based on continual growth, occasional setbacks and learning from experience.
6. **Strengths-based:** Recovery builds on people's strengths.
7. **Peer support:** Mutual support plays an invaluable role in recovery.
8. **Respect:** Acceptance and appreciation by society, communities, systems of care and consumers themselves are crucial to recovery.
9. **Responsibility:** Consumers are responsible for their own self-care and journeys of recovery.
10. **Hope:** Recovery's central, motivating message is a better future — that people can and do overcome obstacles.



Individual Placement Support Principles (IPS)

Characteristics of IPS Supported Employment

- An evidence-based practice
- Focus on each person's strengths
- Work promotes recovery and wellness
- A multidisciplinary team approach
- Services are individualized and long lasting

Competitive employment as the goal

- People with serious and persistent mental illness can be successfully engaged in real employment at their full capacity
- IPS Employment Service should involve employment in private or public settings at minimum wage or above

Continuous and comprehensive assessment

- Clients should be placed in paid jobs as quickly as possible, according to their preferred placement and based on their current abilities
- Ongoing vocational support should be available as needed and desired
- Employment and mental health services should be coordinated to best serve the client
- Services are based on clients preference
- Eligibility is based on clients' choice. Eligibility into the CMHA Employment Services Program is based on motivation to work and focuses on an individual's strengths and interests

Integration of service

- Integration with Clinical Services: as appropriate, CMHA Employment Services works in conjunction with the clinical services of the client in order to provide a more comprehensive approach to employment. The Employment Support Worker has regular case conferencing meetings with the clinical staff and clinical staff may be involved in the facilitation of employment endeavors.

Rapid job search

- Clients are placed in permanent positions quickly with little focus on job trials or unpaid work experiences unless requested by the participant. Wage subsidies are used with the employer to increase employment outcomes.
- Employment service providers work collaboratively with clients to address the issues of stigma and discrimination, and to help negotiate reasonable accommodations with employers

Systematic Job Development

- Employment specialists systematically visit employers, who are selected based on job seeker preference, to learn about their business needs and hiring preferences

Time unlimited support

- Time unlimited and individualized support: Employment Support Workers provide support to participants on a time unlimited basis for the duration of the project (2015-2018)
- Participants can continue to receive employment services for as long as they deem necessary and can choose to close their file at any time.