

Workplace Safety and Insurance Board

The Workplace Safety and Insurance Board (WSIB) helps people overcome workplace injuries and illnesses and helps business owners make their workplaces safe and healthy. Our people are at the heart of what we do. Bring your enthusiasm and expertise to the WSIB, and we'll help you achieve your personal and professional goals through meaningful work, development opportunities and a culture of compassion, integrity and teamwork.

We are the WSIB. And we're here to help.

Professional Practice Leader Psychology (Program Effectiveness Lead) Professional Practice Department

1 Full-Time Permanent Vacancy

JOB SUMMARY:

Provide evidence based solutions, and expert clinical and program quality advice to external stakeholders including Health Care Providers, associations and others, regarding appropriate, effective health care interventions and programs to optimize outcomes for workers. This will include discussing psychological factors that may be influencing recovery and RTW; evaluating effectiveness of psychological treatment modalities at the program level, providing recommendations of programs and providers to further assist worker's rehabilitation.

Lead the clinical quality expertise to of health program programs specific to the management of cases where psychological and/or psychosocial services are being delivered.

Supervision of clinical quality staff, through the provision of leadership, support, professional guidance and professional advice based on clinical evidence and best practice relating to the clinical quality management of Health Care Programs.

Participate in the development, planning and delivery of external education and guidance to the external stakeholders including hospital providers, associations, etc. to ensure health care programs are proceeding within program expectations and standards of practice.

Develop and manage the delivery of performance metrics to support quantitative and qualitative analysis of program effectiveness outcomes of psychological services, lead and/or participate in psychology-related health care program projects and expert tables.

KEY ACCOUNTABILITIES AND RESPONSIBILITIES

1. Provision of evidence based solutions and expert clinical expertise by means of facilitating knowledge integration and application of research, consultation, collaboration, leadership, expert coaching and guidance.
- Clinical Expertise: Provision of advice and guidance as an advanced subject matter expert on clinical quality management of mental health related programs and services.



Privacy Statement

Personal information will be collected from your resume, application, cover letter and references under the authority of the Workplace Safety and Insurance Act, 1997 and will be used by the Talent Acquisition Centre and WSIB hiring parties to assess/validate your qualifications and/or determine if you meet the requirements of vacant positions and/or gather information relevant for recruitment purposes. If you have questions or concerns regarding the collection and use of your personal information, contact the WSIB Privacy Office, 200 Front Street West, Toronto, ON, M5V 3J1 or 416-344-5323 or 1-800-387-0750 extension 5323. Be advised that information related to application status will not be provided.

- Program Development: Develop, integrate and evaluate best practice protocols and current research evidence arising from critical analysis and review of literature to support health services and program design.
- Consultation: Collaborative with external expertise to support the integration of recovery and RTW in health care programs and services
- Leadership: Employ creative strategies to educate and influence behaviour to support changes in health care interventions inclusive of creating and preparing decision tools, protocols, processes, procedures, education and orientation materials.
- Expert coaching and guidance: Demonstrate the ability to contextualize knowledge and information to operationalize efficient and effective health care program decisions.
- Quality management strategies/principles: Design, implement, monitor and to evaluate the value provided by psychology services

2. Provision of advanced clinical subject matter expertise for effective health care interventions.

- Participate in the development, implementation and evaluation of programs and services.
- Identify and address service gaps within programs, for continuous improvement and innovation opportunities.

3. Provide advice, leadership and professional guidance to program and providers specialists and psychometrists on their role and responsibilities around the development, implementation, delivery and evaluation of mental health programs and services.

4. Lead and/or participate in special initiatives/projects arising from the Program and Provider Effectiveness Branch.

5. Knowledge of factors impacting WSIB Health Care programs and services

- Knowledge of the WSI Act, other related and relevant acts (RHPA, Psychotherapy Act, FIPPA, MFIPPA, PHIPPA, PIPEDA, etc.)
- Knowledge of policies and procedures relating to treatment and health care entitlement, RTW and work transition sufficient to analyze, interpret and evaluate Clinical Quality of Health care
- Inform external health care professionals, and other stakeholders, on professional practice standards and other relevant legislation in relation to expertise and expectations of programs and services.

6. Have a working knowledge of computer systems and software applications to access data and prepare reports.

PROFESSIONAL REQUIREMENTS AND QUALIFICATIONS

1. Education (Level and Specialty / Discipline):

- Registered in good standing with the regulatory College of Psychologists of Ontario

2. Experience (Years of Related Experience and Type of Experience):

- Knowledge acquired through Doctoral (PhD) prepared academic background
- Evidence of ongoing professional development, inclusive of teaching and research, acquired through clinical practice in the community, industry, acute care, and rehabilitation in multidisciplinary settings.
- Breadth and depth of knowledge and experience required to provide appropriate recommendations and advice relating to external providers.
- Required to be able to incorporate practical and relevant judgment with respect to managing staff, developing and monitoring performance indicators, planning related to specific initiatives/projects, and/or when providing consultation related to a specific case.



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- Ability to use office suite of applications

As a precondition of employment, the WSIB will require a prospective candidate to undergo a criminal records name check prior to or at any time following hire.

To apply for this position, please submit your application by the closing date noted above on our Careers page:
<https://www.wsib.ca/en/careers>.

We appreciate the interest of all candidates. Due to the volumes of applications we receive, we are only able to contact candidates that are selected to move forward in the recruitment process. The WSIB is an equal opportunity employer.

The WSIB is an equal opportunity employer and provides accommodation for job applicants in accordance with the Human Rights Code and the Accessibility for Ontarians with Disabilities Act. If you are an individual with a disability and you need accommodation in order to apply for this position, please contact talentacquisitioncentre@wsib.on.ca. If you are invited to participate in the assessment process, please provide your accommodation needs at that time. Please be advised that you may be required to provide medical documentation to the WSIB's Corporate Health Department so that appropriate accommodation can be provided to you throughout the recruitment process.

Employees of the WSIB have important ethical responsibilities, including the obligation to place the public interest above personal interests. Job applicants are therefore required to disclose any circumstance that could result in a real, potential or perceived conflict of interest. These may include: political activity, directorship or other outside employment and certain personal relationships (e.g. with existing WSIB employees, clients and/or stakeholders). Please contact TAC if you have any questions about conflict of interest obligations and/ or how to make a disclosure.



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