

## Social Workers

40 hours/week, Permanent  
40 hours/week, Contract to Fall 2025

### Who We are:

Langs is a grass-roots neighbourhood-based organization that has become so much more! Langs was established as a community development project in 1978 by a group of citizens and service providers concerned about the lack of accessible services in the community. Langs has grown to become a dynamic, respected multi-service organization that uses a community development approach to provide comprehensive health, social and recreational services that are responsive to the changing needs of our community.

### What We are Looking For:

We are currently recruiting for Social Workers to join our Social Work Team for full-time positions. These roles are responsible for providing counselling and other related services to patients of Langs. The contract position is based out of our Cambridge location and the permanent position would be providing services at the North Dumfries Community Health Centre as well as outreach, counselling and other related services at a variety of locations throughout the Waterloo Region in support of the Interprofessional Primary Care Team (IPC).

#### A successful candidate in this role would have

- Masters Degree in Social Work with two years' experience practicing social work in both clinical and community settings
- Registration in good standing with the College of Social Workers and Social Service Workers.
- assessment, referral, case management and crisis response skills
- experience with all populations including parents, adolescents, seniors and individuals with mental health issues
- experience working with patients with trauma, sexual abuse and chronic disease management
- crisis intervention and patient advocacy
- a thorough knowledge and understanding of community resources
- experience working with community partners and facilitating collaborative approaches to case management
- experience with families and children with multiple or complex needs
- excellent communication and interpersonal skills

#### In this role you will be expected to complete the following tasks

- To provide social work services to vulnerable individual's experiencing increased barriers to health care services.
- To optimize the functioning and independence of patients by providing psycho-social supports
- To complete an intake and assessment process for individuals, couples and families for counselling
- To establish and maintain wrap around services for seniors, individuals with mental health and addictions challenges and other complex populations
- To develop co-ordinated plans of care with patients and monitor the progress of the plan.
- To determine the individual, couple or group support and intervention required and refer/link participants to community supports.
- To facilitate case conferences with other staff and appropriate agencies.
- To compile information on community resources and facilitate access to those resources by liaising with community groups and agencies and advocating on behalf of participants when needed.
- To complete and maintain records, assessment notes, action plan progress, statistics/encounters and correspondence.
- Documents in EMRs as required.
- To act as a resource to staff and community partners by providing information and consultation on psycho-social issues.
- To supervise social work students on field placement practicum's as needed.
- To attend team meetings and participate in relevant in-house professional development opportunities.
- To perform other associated duties as required.

### What We Can Offer You:

Langs is an organization where people belong. Langs is committed to promoting Inclusion, Diversity, Equity, and Access for all our staff, patients, participants, and volunteers. We are committed to equal employment opportunity regardless of race, colour, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or Veteran status. Langs strives for an inclusive environment centred on employee wellbeing and supportive leadership.

Don't meet every requirement? Studies have shown that women and people of colour hesitate to apply to jobs unless they meet every single qualification. At Langs, we are dedicated to building a diverse, inclusive and authentic workplace, if you're excited about this role but your past experience doesn't align perfectly with every qualification please apply and share in your cover letter why you believe you are the right candidate.

#### The successful candidate would be eligible for the following benefits:

- Salary of \$32.11 to \$35.70 hourly
- 3 Weeks paid vacation, with an increase to 4 weeks after 1 year of employment
- 15 Sick/Personal Days per year
- 10 Professional Development days per year
- Enrolment in Healthcare of Ontario Pension Plan (HOOPP)
- Comprehensive Extended Health and Dental Care Plan including a \$1000 Healthcare Spending Account.

Candidates are required to submit detailed cover letter along with their resume by May 24, 2024  
Candidates requiring accommodation to participate should contact Human Resources to communicate any accommodation needs.