Addiction & Mental Health Services | services de lutte contre les dépendances et de santé mentale
Kingston Frontenac Lennox & Addington

Position:	Concurrent Disorder Worker (French Language Services)	**Competition Number:**	2026-118
Hours of Work:	37.50 hours per week Monday to Friday, 8am to 4pm	**Reports to:**	Clinical Program Manager, Addictions
Vacancies:	One (1) This posting is for an existing vacancy within our organization	**Hourly Rate:**	Pay Band 7 $ 37.58 - $ 43.96
Job Status:	Permanent Full-time	**Union/Non-Union:**	OPSEU/SEFPO Local 489
Location:	Kingston Frontenac Lennox and Addington area		

We are seeking Concurrent Disorder Worker who are enthusiastic and passionate about opportunities to work with individuals in the community. Our Concurrent Disorder Worker are key members of many frontline teams, including Addictions. This role contributes to the support of our clients in providing invaluable services to individuals with addiction and/or mental health concerns within the Kingston, Frontenac, Lennox and Addington (KFLA) communities.

In addition to the fulfilling sense of giving back to the community, AMHS-KFLA also offers a competitive benefit package to permanent full-time staff which includes the following:

- *Extended Healthcare and Dental Benefits*
- *Basic Life and AD&D Insurance, with optional added levels of coverage*
- *Dependent Life (dependents/spouse covered at no additional cost)*
- *Enrolment in the Healthcare of Ontario Pension Plan (HOOPP)*
- *Paid time off entitlements (sick time, vacation, wellness leave, family/personal leave)*

Our Concurrent Disorder Worker positions are members of Ontario Public Sectors Employee's Union (OPSEU/SEFPO) Local 489 and work from various locations throughout KFLA. With some ability to flex hours as needed, the hours of work are generally Monday to Friday, however do vary depending on assigned team which can require occasional weekends.

Job Summary:
The Concurrent Disorder Worker carries out rehabilitation and support functions to facilitate community living, psychosocial rehabilitation, and recovery for persons living with a serious mental illness. This incumbent is responsible for coordinating the individualized treatment plan and required services for assigned clients. In addition, the incumbent participates in the comprehensive assessment of clients and shares in the responsibility for addressing the needs of all clients requiring frequent contact. Addictions expertise is shared with other team members in order to assist individuals with co-occurring addictions and mental health issues. All services are provided in accordance with the mission, vision, values and established protocols of the Agency, and the principles of psychosocial rehabilitation.

There are a number of specialty Concurrent Disorder Worker roles supporting clients across multiple programs at the Agency, further information on the variations of the role:

> ***Addiction Counsellor** - works as a member of the Addictions team that provides therapeutic interventions to individuals in the community, in office, or at client home who need support for their substance use challenges.*

This position is FLS Designated
As such, the Concurrent Disorder Worker for French Language Services is responsible for providing services to clients in English and French and works collaboratively within the team on supporting French-speaking clients outside of their assigned case load. The incumbent may also be asked to support French-speaking clients of other programs of the agency as required. Travel may be required to all KFL&A sites.

Note: If the competition is unsuccessful for a French Language Services individual, applicants without proficiency in French language will be considered at that time. As such, all applicants are invited to apply.

Minimum Qualifications:

- Oral French Language proficiency at the Advanced level, in accordance with the provincial standard.
- University Degree in a health-related discipline, along with training in addictions counselling providing specific knowledge and skill applicable to individuals living with co-occurring serious mental illness and substance use
- Three years relevant experience providing services to individuals who live with a serious mental illness, in a community setting preferred

- Certification in First Aid and CPR, an asset
- Applied Suicide Intervention Skills Training, an asset
- Non-Violent Crisis Intervention training, an asset
- Experience working within a case management model, preferred

Knowledge, Skills and Abilities:

- Knowledge of and ability to apply discipline specific principles and practices to individuals who live with a serious mental illness, within a client-centered approach
- Demonstrated in-depth knowledge of mental health symptoms, issues, psychotropic medications and associated side effects
- Demonstrated psycho-social assessment skills
- Knowledge of issues related to addictions an asset
- Demonstrated advanced clinical reasoning and decision-making skills
- Ability to effectively utilize community resources and supports to meet the needs of individuals
- Working knowledge of the Health Care Consent Act, Mental Health Act, Personal Health Information Protection Act, and other relevant legislation
- Excellent communication and interpersonal skills in order to effectively engage community services and individuals, increasing awareness of services
- Well-developed problem-solving, prioritization and conflict resolution skills
- Ability to work autonomously as well as collaboratively in a multidisciplinary team environment
- Basic proficiency in computer skills; MS Office preferred
- Must possess a valid Ontario Driver's License and have regular access to a reliable vehicle and provide proof of $2,000,000 vehicle insurance. Incumbent may be required to transport clients.
- Required to provide a satisfactory criminal reference check (CRC) with Vulnerable Sector Screening prior to hire.

Please submit a resume and cover letter as one document only quoting ***Competition Number 2026-118*** ***to:*** **careers@amhs-kfla.ca**

AMHS-KFLA strives to be a diverse and inclusive workplace. We encourage applications from all candidates who would contribute to the diversity of our community and enhance our ability to provide quality services to our clients.

We are committed to accessible employment practices. If you require an accommodation to fully participate in the recruitment and selection process, please inform Human Resources to discuss your individual accessibility needs.

AI Disclosure: We do not use artificial intelligence to screen, assess, or select applicants for this position