

Internal / External Job Posting

Manager, Infant & Early Mental Health

Full Time Permanent

Abiona Centre (“the Centre”) is an award-winning, accredited Children’s Mental Health Centre that is a multi-service, non-profit, unionized, community agency located in the east end of Toronto. The Centre is committed to nurturing empowerment, independence and growth for young pregnant and parenting women, children and families in a non-judgmental, inclusive environment by providing a residential care and treatment program; supportive transitional housing; on-site high school program, community housing support and referral services; and maternal infant mental health programs and services. We do this by working collaboratively as a multi-disciplinary team with community partners to provide holistic programs and support that respond to mental health, education and transitional needs. The Centre also operates an EarlyON Child and Family Centre and an Early Learning Centre. All the programs and services are open to families, young women and their children living in the broader community.

The Manager, Infant & Early Mental Health plays a pivotal role in advancing Abiona Centre’s mission and strategic goals. This individual is responsible for ensuring the smooth operations of the Maternal Infant Mental Health Programs (MIMH) at multiple locations within a unionized environment.

The primary focus of this role is to foster a comprehensive continuum of mental health services for infants, young children and their families, aimed at strengthening family systems, supporting early development, and enhancing family resilience.

The Manager is responsible for the overall planning and direction, and ensuring successful implementation of relationship-focused therapeutic activities to children 0-6 and their caregivers in our community based mental health programs and EarlyON Centre. The Manager will lead the MIMH & EarlyON teams in developing and maintaining efficient systems and effective communication strategies that enhance collaboration across programs, internal departments/programs, as well as with external community stakeholders. The manager is also tasked with ensuring that all programs adhere to service goals, meet the standards of Canadian Centre for Accreditation (CCA), comply with funder requirements, and conform to established accountability frameworks.

This position provides leadership and functions as a role model and coach to staff to achieve the departmental and organizational goals, and fosters the success of a Centre of Excellence for Infant and Early Childhood Mental Health.

The Manager will oversee direct services, including preventive and therapeutic interventions, individual and family psychotherapy, case management, and the integration of mental health and the social determinants of health services. Responsibilities include leading client intake and assessment processing, collaborating with healthcare and social service partners, and coordinating a seamless approach to holistic care that prioritizes the developmental and emotional needs of young children and their families. Additionally, the Manager will take an active role in developing and implementing revenue-generating initiatives to support and expand the Centre’s services, contributing to the Centre’s long-term sustainability and growth.

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| Position: | Manager, Infant & Early Mental Health |
| Term: | Full time permanent |
| Program: | Maternal Infant Mental Health |
| Reports to: | Director, Infant & Early Mental Health |
| Supervises: | <ul style="list-style-type: none">• Supervisor, Maternal Infant Mental Health• Social Worker, Maternal Infant Mental Health |

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- Child and Family Program Supervisor (dotted line)
- Student Placements
- Volunteers

Qualification:

- Master's Degree in Social Work or Psychology, and registered and a member in good standing with the Ontario College of Social Workers and Social Services Workers or College of Psychologist of Ontario and or College of Registered Psychotherapist of Ontario (CRPO)
- At least 5 years work experience working in a community based setting providing child development support to families, including two years of direct clinical experience in providing therapy services to young children and their families is preferred
- At least three years' experience supervising a multi-disciplinary team, preferably in a unionized setting, including familiarity with labour relations collective bargaining agreements, and union protocols
- Certification in Infant Early Mental Health or training specific to infant mental health interventions is preferred
- Demonstrated ability to lead, motivate, and develop staff towards achieving organizational goals
- Experience in human resource management, including recruitment, training and performance management.
- Familiarity with accreditation processes and standards, such as those from CCA or similar organizations.
- Strong critical thinking and analytical skills and the ability to solve complex problems creatively and effectively coupled with empathy and compassion is highly valued
- Experience in decision-making and crisis management within a dynamic environment
- Ability to establish, and coach staff to establish, supportive, trusting relationships with young children and their caregivers
- Knowledge of and Experience facilitating groups and therapy models such as CBT, DBT, Solution-Focused Brief Therapy, Mindfulness, and trauma informed and attachment based models
- Experience managing programs that promote equity and inclusion.
- Skilled in program evaluation and the use of metrics to guide improvements.
- Proficiency in financial management, including budgeting, financial forecasting, records management, financial controls, and resource allocation.
- Experience in grant-writing and securing funding from various sources
- Excellent written and verbal communication skills and organizational skills
- Ability to build and maintain both clinical and collegial relationships with diverse communities
- Ability to collaborate effectively with various stakeholders including government agencies, non-profit, and community members
- Understanding and implementation of Anti-oppressive Practice and Anti-Racist framework
- Knowledge of the risk factors of young pregnant and parenting families and

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their babies is an asset

- Current Vulnerable Sector Screening, or ability to obtain VSS
- Ability to speak a second language is an asset
- Current Standard First Aid/CPR certificate.
- Ability to work collaboratively in a fast-paced environment and manage time and multiple priorities effectively.
- Proficiency in Microsoft Word, Excel, Power Point and Outlook.
- Knowledge of relevant software and databases used in program management and reporting, for example, TREAT.

**Working
Condition:**

- Flexibility to adjust working hours to accommodate program and service requirements
- Work primarily in an office environment within the Centre at the Broadview, Humewood and Sheppard campuses.
- Interacts with clients, staff, visitors, government agencies/personnel.
- Manual dexterity is required to use desktop computer and peripherals.
- Intermittent physical activity including walking, standing, sitting and lifting.
- Occasional travel to attend meetings, conferences, or community events.
- Occasional evening or weekend work to accommodate client needs or participate in special events.
- Overtime as required.
- The Manager and Supervisor will provide backup coverage for one another.
- Provide backup in the absence of other Program Managers
- Provide occasional On-Call support to the Centre's 24/7 programs and services
- Other duties and responsibilities as require

Closing Date: **Untill filled.**

The Centre offers a dynamic work environment and career advancement opportunities. The successful candidate must have a negative criminal reference check and vulnerable sector screening as a condition of employment.

In accordance with *the Ontario Human Rights Code, Accessibility for Ontarians with Disabilities Act, 2005*, and the *Centre's Accommodation Policy*, accommodation will be provided in all parts of the hiring process. Please make your needs known in advance.

The Centre encourages applications from persons who represent the diverse populations we serve.

Qualified applicants should send their cover letter and resume by the closing date to:

**Human Resources
Abiona Centre
1102 Broadview Avenue
Toronto, ON M4K 2S5
Fax: 416-425-4056
OR**

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Email: hr@abionacentre.ca

(please quote "Manager, Infant & Early Mental Health" in the subject line)

We thank all applicants, however, only those we select for interview will be contacted.

Date of posting: February 12, 2025