



## Employment Opportunity

3sHealth

OOS

***Applicants selected for interviews will be contacted***

### Mental Health Advisor

<b>Posting #:</b>	<b>GO-00616010</b>
<b>Position #:</b>	183266
<b>Posted Date:</b>	January 03, 2021 17:00 CST
<b>Closing Date:</b>	January 17, 2021 23:59 CST
<b>Type:</b>	Permanent Full Time
<b>City/Town:</b>	Regina
<b>Facility:</b>	3sHealth
<b>Department:</b>	Employee Benefits
<b>Expected Start Date:</b>	February 01, 2021
<b>FTE:</b>	1.0
<b>Shift Information:</b>	Days
<b>Hours of Work:</b>	37.50 hours per 1 week rotation
<b>Salary or Pay Band:</b>	Salary and benefits as per terms and conditions of employment
<b>Number of Positions:</b>	1

3sHealth delivers innovative change and provides province-wide shared services to support Saskatchewan's health system. Working together with our health system partners, we find innovative solutions to complex problems so that health care will be sustainable for future generations. We place patients and their families at the centre of all that we do, working with our partners to improve quality and ensure patient safety. 3sHealth provides payroll and scheduling, employee benefits, dictation and transcription, linen, provincial contracting, and transformational services to the Saskatchewan health system.

#### Job Summary:

The Employee Benefits team, in collaboration with health system partners, is embarking on a 3-year strategic plan to re-design the disability claims management model. This plan includes reframing claims management from adjudication to an active case management approach. This change positions the Claims Services area to provide improved service and collaborative support with plan members on their path to health.

We are seeking a Mental Health Advisors to partner with Claims Adjudicators in building a holistic rehabilitation strategy for plan members on a disability claim where mental health or addiction issues present as the primary medical condition or as secondary/complicating factor. As a subject matter expert in mental health and as a member of the Claims Services team, the Advisor will play an integral role in the case management process by:

- analyzing plan member files including medical reports to support claims decision-making, determining the level of functionality and developing results focused, cost effective individualized rehabilitation plans to address claimant needs and facilitate early and sustainable return to work;
- developing, implementing and monitoring the progress of rehabilitation plans;
- working with external providers and consultants to execute the rehabilitation plan, negotiating terms and conditions, overseeing their work and ensuring adherence to established standards of quality;
- addressing expectations of all stakeholders through regular, active contact and continuous relationship building activities;
- consulting regularly with the Adjudicator to facilitate the smooth flow of information, and collaborating on required changes to the case management plan;
- providing training, coaching and mentoring to Claims Adjudicators to effectively manage complex mental health claims;
- completing regular documentation of rehabilitation activities and outcomes.

#### Experience:

- 2 to 4 years' experience in the clinical field of mental health, with an in-depth understanding of mental health issues, addictions and or/trauma.
- Experience in, or knowledge of disability case management is an asset.

#### Qualifications:

##### Required Qualifications

- Bachelor's Degree in a health related discipline (e.g., social sciences, social work, psychology, counseling psychology, psychiatric nursing).

##### Knowledge, Skills & Abilities

- Ability to build and maintain relationships based on trust, accountability and open communication
- Ability to learn new methodologies and apply those concepts in Lean improvement initiatives
- Ability to manage conflict in real time and focus on problem solving.
- Ability to work independently and as a member of a multi-disciplinary team
- Demonstrated ability to develop rehabilitation programs with a history of successful outcomes.
- Demonstrated consulting, coaching and facilitation skills.
- Excellent customer service skills including empathy and concern for plan members and the ability to handle escalated issues in a timely and successful manner.
- Excellent written and verbal communication skills and a high level of process and organizational skill with an eye for detail
- High level of self-motivation with a customer service focus
- Knowledge of the Mental Health Services Act and the provision of Mental Health Services in Saskatchewan.
- Medical knowledge as well as demonstrated knowledge in aspects of human behaviour, counseling, interviewing, referral procedures and

community resources.

- Self-directed, inquisitive, analytical, innovative, highly motivated and able to work well with diverse groups in a fast-paced environment while fostering positive relationships with both internal and external stakeholders.
- Strong decision-making skills, with the ability to identify and review potential impacts.

**Other Information**

- Knowledge of lean processes would be considered an asset

**Additional Text:**

**To be considered for this position, all applicants must submit a cover letter and resume.**

Prior to commencing employment with 3sHealth, the successful candidate will be required to complete a Criminal Record Check.

We thank all applicants, however, only those selected for an interview will be contacted.