

Employment Opportunity

Job Title: Psychotherapist Job Posting # PSY-OSP-055/2025-26	Date Posted: March 19, 2026	Reports to: Manager, Mental Health
	Date Closed: April 1, 2026	Position Type: Full-Time existing vacancy (1 FTE)

About Organization:

Punjabi Community Health Services (PCHS) is a pioneer community-based not-for-profit, charitable organization. PCHS has been fulfilling the needs of diverse populations for 35 years by providing services in the areas of addictions, mental health, geriatric care, health promotion, domestic violence, parenting, settlement, and services for women, children, and youth. PCHS has several research studies to its credit and is recognized as an innovative organization for community development, as well as for its Integrated Holistic Service Delivery Model. PCHS is accredited by the Commission on Accreditation of Rehabilitation Facilities (CARF) International and Imagine Canada.

Why Work at PCHS:

- 3 weeks' paid Vacation to start; 4 and 5 weeks after 3 and 4 years of continuous service
- 7 days' paid Personal Time
- Comprehensive Benefits package
- Employee Assistance and Family Assistance Plan
- Various employer-paid training programs and professional development opportunities
- Develop and network through robust community and partner events
- Mileage reimbursement as applicable
- Free on-site parking
- Hybrid work model* (contingent on nature of work)

About the Program:

The Ontario Structured Psychotherapy (OSP) program provides access to evidence-based, short-term, cognitive behavioral therapy (CBT) and related approaches to people experiencing mild-to-severe anxiety, depression, or other anxiety-related conditions (e.g., posttraumatic stress). This program is publicly funded, and there are no costs to the participants who will receive support under the OSP program. The support is provided to individuals experiencing and is not limited to depression and low mood, generalized anxiety and worry, unexpected panic attacks and agoraphobic fears, social anxiety, performance fears, specific fears, health anxiety, obsessive-compulsive concerns, other anxiety and stress-related problems and post-traumatic stress. The program will follow the regional psychotherapy networks as a coordinated provincial program.

PCHS is a Service Delivery Site (SDS) in Brampton /Mississauga communities to provide culturally competent care to clients with fidelity to the program model. Clinicians in this position will receive extensive training in CBT and CPT, including weekly individual and biweekly group clinical case consultations.

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About the Position:

PCHS is seeking a therapist to join our team to provide individual and group cognitive behavioral therapy (CBT) and cognitive processing therapy (CPT) for individuals who are experiencing depression and/or anxiety (including obsessive-compulsive concerns and post-traumatic stress). This position will provide culturally competent support and work closely with a network of organizations providing psychotherapy services.

Qualifications and Skills :

- Licensed in Ontario to provide the Controlled Act of Psychotherapy and is a member in good standing with one of the following five Colleges in Ontario:
 - The Ontario College of Social Workers and Social Services Workers
 - The College of Nurses of Ontario
 - The College of Occupational Therapists of Ontario
 - The College of Registered Psychotherapists of Ontario
 - The College of Psychologists of Ontario.

- Demonstrate knowledge and practice in providing culturally safe and responsive mental health services to clients of diverse ethnic-racial and cultural backgrounds.
- A minimum of 3-5 years of direct clinical (psychotherapy) experience providing mental health and addiction treatment to adults.
- Knowledge and understanding of cognitive-behavioral principles, trauma-informed work, and mindfulness-based practices.
- Must be able to work independently and refer clients to appropriate internal and external resources as required.
- Strict adherence to the ethical principles governing confidentiality/privacy legislation.
- Establish and maintain client files and other pertinent documents according to the PCHS policies and your governing college.
- Group support/facilitation experience is required and essential.
- Excellent interpersonal, problem-solving, cultural competency, verbal and written communication skills, self-care, time management, and organizational skills.
- Ability to be flexible and willing to provide a variety of tasks as required for the smooth functioning of the Employee Safety and Wellness Services.
- Demonstrates flexibility and adapts to change and type on the job (e.g., effectively performing the job during unexpected situations or changing conditions).
- Knowledge of the relevant sections of legislation, i.e. Mental Health Act, Personal Health Information Protection Act, Regulated Health Professions Act, Health Care Consent Act, and professional standards to ensure compliance and consistency in the provision of client care.
- Computer skills to generate correspondence and input data for various program-specific tools, e.g., Microsoft Office Suite, Workload measurement Tool, SharePoint, and electronic health records.
- Demonstrated excellent interpersonal and effective oral/written communication skills.

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- Teamwork skills to maintain strong working relationships, problem solve, and resolve conflict with inter-professional staff across the OSP network of organizations.
- Time management, organizational, and prioritization skills to effectively address multiple tasks/duties and timelines in a fast-paced and evolving environment.
- Passionate about contributing to positive social change and commitment to anti-oppression and anti-racism.
- Comfort in utilizing an online learning management system.

Requirements:

- Must possess a valid Ontario Driver's License, have regular access to a reliable vehicle and provide proof of adequate vehicle insurance
- A satisfactory current Vulnerable Sector Screening (Criminal Record Check) report
- Current CPR and First-Aid certification
- Vaccines (COVID-19 and others) are encouraged

Key Responsibilities:

- Provide individual and group protocol-based structured psychotherapy to adults, including CBT and CPT, in adherence with the OSP Clinical Model and Training guidelines.
- Provide virtual and in-person psychotherapy services based on client and program needs.
- Conduct clinical assessments to identify symptoms experienced by the client and to inform individualized treatment plans.
- Participate in the OSP Training Program and ongoing education as required.
- Participate in regular clinical consultation and related activities in adherence to fidelity monitoring requirements and program guidelines.
- Maintain accurate and timely documentation and reports adhering to Regulatory College and program-specific PCHS policies, including collecting relevant data to evaluate client and service outcomes.
- Collaborate with team members across the OSP program's network of organizations in the provision of care.
- Contribute to ongoing program development and program evaluation and implement new practices as required.
- This position may involve providing clinical services in the day, evening, and weekends and is located at PCHS's Brampton and Malton sites.
- Support in delivering service navigation for clients whose needs are beyond the offerings of the OSP program.
- Work in partnership with clients, their formal and informal supports, and the team to support clients' successful integration into their communities.
- Contribute to program development, research, and educational activities of the service.
- Other related duties as required.

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Hours: Full time, 37.5 hours per week
(Some evenings and weekends work is required)

Annual Salary: \$70,000 - \$80,500 annually

Position to commence: April 2026

Please submit your resume to the Hiring Committee at hr@pchs4u.com by April 1, 2026.

Please add **Job Posting # PSY-OSP-055/2025-26** to the email subject line and cover letter.

PCHS offers an attractive and rewarding work environment. We appreciate all applicants' interest, but only those under consideration will be contacted for an interview.

Equity, Diversity, Inclusion Statement: PCHS is committed to diversity in its workplaces and welcomes applications from all visible minority groups, women, Aboriginal persons, 2SLGBTQ, persons with disabilities, among other self-identified diverse groups. We also provide accessible employment practices that comply with the Accessibility for Ontarians with Disabilities Act ('AODA'). If you require accommodation for a disability during any stage of the recruitment process, please notify Human Resources at hr@pchs4u.com.

Use of AI: We use an applicant tracking system (ATS) to organize applications and improve efficiency. Every application is comprehensively reviewed by our recruitment team to ensure a thorough assessment of your experience, skills, and potential. AI is not used to make hiring decisions.

Disclaimer: PCHS only posts jobs on verified platforms and never requires candidates to pay fees. To apply safely, please send your resume directly to hr@pchs4u.com. Do not submit personal information through any other website or link