

Chief Psychologist

Are you a registered psychologist eager to expand your leadership experience? We are seeking a dedicated Chief Psychologist to join our team at the Ministry of the Solicitor General. This role offers a unique opportunity to oversee the psychological and rehabilitative services of inmates in a secure, correctional environment. Don't miss this exciting opportunity!

About this opportunity:

As Chief Psychologist, you will play a key role in managing and delivering mental health services within a corrections facility. The successful applicant will lead a team of psychologists to deliver programs within a fast-paced environment. Furthermore, you will work with a multidisciplinary team that include physicians, psychiatrists, nurses, mental health nurses, nurse practitioners, addiction counselors, and social workers to provide services. You'll have the opportunity to engage with multiple health networks to build strong, collaborative relationships. You will help establish a psychology unit that will design and implement mental health programs centred on the needs of all inmates. If you're passionate about driving positive change in the lives of those in our care, we invite you to join our team!

Please note: As this is a frontline essential position, you will be required to attend the physical office location 5 days per week. You may be called into work during after-hours (weekends or public holidays) to respond to emergency situations with patients.

About us:

Ontario's Ministry of the Solicitor General, Correctional Services, is responsible for establishing, maintaining, operating and monitoring adult correctional institutions and probation and parole offices. Built in 2001, the Central North Correctional Centre, in Penetanguishene is a maximum-security facility. This centre holds both men and women and includes areas for rehabilitation, programming, an infirmary, and separate buildings for industrial work programs. Individuals in custody are provided a variety of services to meet basic needs including addiction counsellors, Indigenous Elder healing services and teachings, discharge planning and community re-integration services, and more!

Leadership in the Ontario Public Service

A leadership career in the Ontario Public Service offers meaningful opportunities to lead impactful projects, collaborate with diverse teams, and shape policies, programs and services that positively influence the lives of millions of Ontarians, all within a supportive and inclusive work environment. Our leaders enjoy comprehensive benefit plans, a robust pension program, and challenging and rewarding work that will keep you motivated and fulfilled.

About the job

Create the Work Environment

In the Ontario Public Service, we hold our leaders to the highest standards, expecting them to embody authenticity, accountability, and courage in every action and decision. It will be your responsibility to create a work environment and team culture that ignites innovation, nurtures collaboration and champions inclusivity by creating a diverse, anti-racist and accessible workplace that is free from discrimination and harassment. By aligning your choices with these values, you will create a vibrant work environment where every individual can thrive.

Deliver on Business Goals and Priorities

Your leadership will be crucial in guiding the team towards the achievement of their business goals. It will be your responsibility to inspire and motivate your team to deliver their best performance and align the team's daily actions with the strategic vision of the ministry. As the Chief Psychologist, you will:

- Providing leadership and managing a team of psychologists in the delivery of psychological programs and services
- Identifying key priorities during emergencies for patients and appropriately delegating tasks to ensure timely delivery of program services
- Consultation and coordination of psychological services, in areas such as crisis intervention, behaviour management, mental health assessment, diagnosis and treatment planning
- Develop and sustain internal and external stakeholder relationships relating to mental health.
- Continually monitor and improve upon programming by researching and maintaining awareness of best practices and testing new approaches for effectiveness

What you bring to the team

Mandatory requirements

- You are registered as a psychologist in good standing in the Province of Ontario.

Specialized knowledge and experience

- Knowledge of science and practices of psychology, including a full range of psychotherapeutic and correctional/forensic assessments, and intervention techniques
- Knowledge of the application and interpretation of assessment instruments to evaluate the cognitive and personality functioning of offenders, and the risk to re-offend, make diagnoses and perform treatment interventions
- Strong understanding of psychological research methods to plan and guide evaluation of programs and services
- Experience in providing professional psychological and consultancy services

Leadership and management skills

- Demonstrated leadership in overseeing the delivery of psychological programs and services
- Strong skills in managing staff, providing coaching and mentoring, and fostering an engaged and inclusive environment
- Knowledge of human resources processes recruitment, collective agreements, labour relations, performance reviews, and financial management is an asset.

Planning, coordination and organizational skills:

- Proven skills in establishing priorities and allocating resources in line with the ministry's goals
- Ability to design, plan, implement, and coordinate unit processes for monitoring and reporting on initiatives and outcomes
- Strong organizational and time management skills necessary to coordinate program activities amid conflicting priorities and tight deadlines
- Experience in establishing strategic objectives and work plans to meet current and future priorities

Communication and relationship management skills

- Communicate and interact clearly across all levels of the organization, from offenders and internal colleagues to senior management
- Effective consultation and negotiation skills to build credibility and consensus with colleagues and stakeholders (Waypoint Hospital, Georgian Bay General Hospital, and Royal Victoria Regional Health Centre)
- Ability to concisely write and present technical information to senior institutional managers or stakeholders for program delivery improvements

Don't meet every qualification?

If you are excited about this position and meet most, but not all, of the listed qualifications, please still consider applying. We recognize that no one person might have every qualification in this job ad, and you just might be the right candidate!

How we support diversity, inclusion and accessibility

The Ontario Public Service (OPS) is an innovative, responsive and accountable public service that works hard to be diverse, anti-racist, inclusive, merit-based, and equitable. Diversifying leadership is a top priority for the OPS. Our goal is to achieve parity with the Ontario labour force by 2025 for the most under-represented groups (Indigenous, racialized and persons with disabilities) on our leadership teams.

The OPS invites all interested individuals to apply. As an organization that promotes equity and diversity, the OPS encourages applications from Indigenous, Black, racialized individuals, and persons with disabilities.

The OPS is an accessible employer and we offer accommodation in all aspects of employment, including the recruitment process.

Visit the [OPS Anti-Racism Policy](#), the [OPS Diversity and Inclusion Blueprint](#), and the [Multi-Year Accessibility Plan](#) to learn more about the OPS commitment to advancing racial equity, accessibility, diversity and inclusion in the public service.

Additional information

Address:

- 1 English Permanent, 541 Highway 36, Lindsay, East Region, Vulnerable Sector Check, Credit History Check, Local Police Databases Search, PIP/NICHE/RMS

Compensation Group:

Management Compensation Plan

Understanding the job ad - definitions

Schedule:

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Category:

Management and General

Posted on:

Wednesday, May 7, 2025

Note:

- **About security checks:**

A criminal or other federal offence record **does not automatically disqualify you** from the position. We consider each situation based on the position's responsibilities.

If a check is needed and you've lived outside of Canada in the past 5 years for 6 or more months in a row, or if you are not a Canadian resident, you'll need to provide an out-of-country police clearance certificate from the country you lived in.

Employment screening checks are only reviewed and evaluated by the Transition and Security Office, which also maintains them and keeps them strictly confidential.

- E-CL-227703/25

How to apply:

1. You must [apply online](#).
2. Your cover letter and resume combined should not exceed five (5) pages. For tips and tools on how to write a concise cover letter and resume, review the [Writing a Cover Letter and Resume: Tips, Tools and Resources](#).
3. Customize your cover letter and resume to the qualifications listed on the job ad. Using concrete examples, you must show how you demonstrated the requirements for this job. We rely on the information you provide to us.
4. Read the [job description](#) to make sure you understand this job.
5. OPS employees are required to quote their WIN EMPLOYEE ID number when applying.
6. If you require a disability related accommodation in order to participate in the recruitment process, please [Contact Us](#) to provide your contact information. Recruitment services team will contact you within 48 hours.

All external applicants (including former employees of the Ontario Public Service) applying to a competition in a ministry or Commission public body must disclose (either in the cover letter or resume) previous employment with the Ontario Public Service. Disclosure must include positions held,

dates of employment and any active restrictions as applicable from being rehired by the Ontario Public Service. Active restrictions can include time and/or ministry-specific restrictions currently in force, and may preclude a former employee from being offered a position with the Ontario Public Service for a specific time period (e.g. one year), or from being offered a position with a specific ministry (either for a pre-determined time period or indefinitely). The circumstances around an employee's exit will be considered prior to an offer of employment.

Remember:

The deadline to apply is **Monday, July 21, 2025 11:59 pm EDT**. Late applications will not be accepted. We thank you for your interest. Only those selected for further screening or an interview will be contacted.

The Ontario Public Service is an inclusive employer.
Accommodation is available under the [Ontario's Human Rights Code](#).

Pre Screening Questions

Are you a psychologist in good standing in the Province of Ontario?

Yes No