

Job Posting

Internal

External/Internal

Job Title:

School-Based Indigenous Clinical Counsellor

Posting No:

JH 420

Job Location: Campbell River

Note: This position is a temporary vacancy for a one year period.

Duties and Qualifications: See job description at the end of this document.

Salary Rate: \$41.78 (Step 1) - \$51.14 (Step 4), Paraprofessional Grid 16, Step 1*

Schedule: To be determined with manager.

Hours per week: 35

Closing date: October 5, 2023, at 4:30 pm. If the position is not filled by this date, it will remain open until filled.

Apply to (cover letter, resume, and 3 references):

Human Resources

Email:

employment@jhsni.bc.ca

Fax:

250-286-3650

Mail:

140 10th Avenue, Campbell River BC, V9W 4E3

This position is open to applicants of all genders.

This position requires proof of COVID-19 vaccination.

This position requires union membership and the completion of two criminal record checks.

The John Howard Society of North Island is an employment equity employer.

*All JJE/Paraprofessional positions are subject to wage grid levels. Positions begin at Step 1 and are increased to Steps 2 through 4 based on number of hours worked.

Job Description

<i>Job Title:</i>	School-Based Indigenous Clinical Counsellor
<i>Work site:</i>	Campbell River
<i>Program:</i>	John Howard Community Programs
<i>Benchmark:</i>	Clinical Counsellor
<i>Grid level:</i>	16, Paraprofessional Wage Grid
<i>Reports to:</i>	Program Manager
<i>Prepared date:</i>	September 19, 2023
<i>Approved by:</i>	Executive Director
<i>Approved date:</i>	
<i>Reviewed:</i>	
<i>Revised & Approved by E.D.:</i>	

Summary

Working as part of a frontline team, develops, implements, and maintains behavioural intervention strategies and programs for clients and provides support to youth to facilitate successful living in the community.

Key Duties and Responsibilities

To perform the job successfully the Clinical Counsellor must be able to perform consistently each essential duty satisfactorily. Other related duties may be assigned.

- Interviews clients to assess social, psychological, emotional, and/or behavioural issues affecting clients. Identifies core areas of concern to be addressed by counselling. Provides individual counselling as necessary.
- Identifies, assesses, and monitors clients' needs in conjunction with other service providers.
- Develops, implements, and maintains individual behavioural intervention strategies and programs to allow clients to more fully and actively participate in community life.
- Develops and implements counselling plans and interventions using a variety of therapeutic counselling techniques drawn from theoretical frameworks such as family systems, solution focused, narrative, psycho-dynamic group work, and advanced group counselling techniques to resolve identified problematic behaviours.
- Adheres to the principles of Integrated Case Management and client centered services.

- Formulates and facilitates support groups in program areas for clients and/or their families as required.
- Provides consultation to those working with client cases i.e. social workers, probation officers, caregivers, other professionals, and John Howard staff.
- Liaises with and/or promotes the interests of clients with other community service providers and professionals as required.
- Regularly attends weekly internal case management meetings and participates in Integrated Case Management as needed.
- Participates in staff training sessions. Engages in prevention activities by networking, consulting, and doing public relations as required.
- Identifies crisis situations and implements interventions to deal with such episodes.
- Applies a comprehensive understanding of emotional management core issues to the development and implementation of emotional management strategies with individual youth.
- Keeps current on literature and research in the field. Provides up-to-date best practice information.
- Maintains related records and prepares reports.
- Performs other related duties as required.

Qualifications

The requirements listed below detail the knowledge, skills, and/or ability required to perform the essential duties of the job.

Education and Experience:

- Master's degree in Counselling Psychology or a related counselling field.
- Two (2) years recent related experience which should include:
 - Experience in providing crisis intervention.
 - Experience working with high-risk youth with substance use issues in a counselling or other helping capacity.
 - In-depth understanding of local Indigenous communities, traditions, knowledge, culture, effects of intergenerational trauma, and agencies & community partners in Campbell River.

Counselling Skills

- Knowledge and awareness of a wide range of individual and family counselling techniques.
- Develop, implement, and evaluate therapeutic service plans appropriate to the clients' assessed needs.

- Utilize appropriate theoretical frameworks in behaviour change strategies.
- Maintain confidentiality, appropriate professional boundaries, and ethics in counselling practice with clients.
- Plan, facilitate, and evaluate weekly therapeutic activities for clients.

Case Management Skills

- Follow the principles of Integrated Case Management and apply these principles in practice when working with allied professionals involved with clients.
- Work collaboratively with the program counsellors to implement client service plans.
- Attend client Integrated Case Management meetings as needed.
- Provide and maintain all required reports and clinical records on clients' behaviour and progress in the program.
- Be aware of, refer to, and utilize community resources for youth.
- Work cooperatively with other community service providers.
- Maintain case records as required by The John Howard Society of North Island.

Other Skills and Abilities

Clinical Counsellor must:

- Demonstrate a level of cultural sensitivity and understanding of the client population's cultural and socio-economic characteristics.
- Have the ability to form a mutually respectful partnership with persons served and their families in which they are helped to gain skills and confidence to address any issues and problems they face.
- Have the ability to accept the differences they will find among their clients.
- Accept clients' rights to self-determination and individuality, and must not discriminate on the basis of race, ethnicity, language, religion, marital status, gender, sexual orientation, age, abilities, socio-economic status, political affiliations, or national ancestry.
- Have a positive conviction about the capacity of people to grow and change.
- Have the ability to work respectfully in partnership with other team members, including referring authorities.
- Have the ability to set limits and maintain the helping role of the practitioner and to intervene appropriately to meet the needs of the persons served or other family members.
- Recognize the value of a nurturing family as the ideal environment for a person.
- Candidate must have the ability to recognize persons with special needs and make appropriate referrals.
- Have the ability to work constructively within a program that promotes youth empowerment.

- Demonstrated knowledge, experience, and sensitivity in working with Indigenous and multicultural issues preferred.
- Have basic computer and Internet skills.

Other Job Requirements

- Two completed, acceptable criminal record checks, one from the Criminal Records Review and one from the RCMP.
- The Clinical Counsellor will follow the Code of Ethics and the Mission Statement of The John Howard Society of North Island. They will also abide by the relevant rules and regulations as set out by the Ministry of Children and Family Development.

Diversity

The John Howard Society of North Island welcomes applications from all qualified applicants including but not limited by those of any gender, race, orientation, or disability. Multilingual skills and multicultural competence are assets.