

## Job Posting

☐ Internal

☒ External/Internal

**Job Title:**

### Mental Health Counsellor – Youth Forensic Psychiatric Services

**Posting No:**

**JH 521**

**Job Location:** Comox Valley, with travel within other areas of the North Island required.

**Note:** This position includes a comprehensive 100% employer-paid benefit package, enrolment in our defined benefit pension, the Municipal Pension Plan, and three weeks of paid vacation.

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

**Salary Rate:** \$44.54 (Step 1) - \$54.52 (Step 4), Paraprofessional Grid 16, Step 1\*

**Schedule:** To be determined with manager.

**Hours per week:** 35

**Closing date:** Posting will remain open until a suitable candidate has been found

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

Human Resources

**Email:**

Employment@jhsni.bc.ca

**Fax:**

250-286-3650

**Mail:**

140 10<sup>th</sup> Avenue, Campbell River BC V9W 4E3

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 JJEP/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.

# JohnHoward

The John Howard Society of North Island

## *Job Description*

<i>Job Title:</i>	Mental Health Counsellor – Youth Forensic Psychiatric Services
<i>Work Site:</i>	Campbell River, Courtenay
<i>Program:</i>	Youth Forensic Psychiatric Services
<i>Benchmark:</i>	Clinical Counsellor
<i>Grid Level:</i>	Grid 16, paraprofessional
<i>Reports to:</i>	Program Manager
<i>Prepared Date:</i>	January 18, 2018
<i>Approved by:</i>	Executive Director
<i>Approved Date:</i>	February 1, 2018
<i>Revised &amp; Approved by Executive Director:</i>	May 20, 2020
<i>Reviewed:</i>	September 26, 2024

## Summary

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The Mental Health Counsellor – YFPS provides assessment, treatment and crisis intervention to Youth Forensic Psychiatric Services clients. The Mental Health Counsellor – YFPS will establish supportive and trusting relationships that reduce risk, and promote positive choices for adjudicated youth. Youth Forensic Psychiatric Services is responsible for providing court-ordered youth justice services to youth.

## Key Duties and Responsibilities

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

- Provides forensic assessment and treatment planning as part of an interdisciplinary team.
- Provides individual, family, and group counselling using therapeutic modalities and tools that are aligned with the provincial Youth Forensic Psychiatric Services mandate.
- Provides general and specialized mental health counselling to youth and their families.
- Collaborates and consults with other service providers to design and administer forensic assessment and treatment services to youth and families.
- Maintains related records and statistics, and provides reports to the program manager.

- Prepares social histories and other reports as required under the Youth Criminal Justice Act.
- Liaises with and/or promotes the interests of clients with other community service providers, professionals, and school personnel. Accompanies clients to meetings and appointments when necessary and appropriate.
- Participates in regular clinical consultation with the Youth Forensic Psychiatric Services manager and clinic coordinator.
- Performs other related duties as required.

## Qualifications

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The requirements listed below are representative of the knowledge, skill, and/or ability required to perform each essential duty satisfactorily.

### Education and/or Experience

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- A Master's Degree in counselling psychology or related human/social service field
- A minimum of two years recent related experience which should include:
  - Experience working with high-risk youth and young adults who struggle with mental health and/or substance use issues in a counselling capacity
  - Understanding of mental health, criminogenic risk and protective factors, addiction, and other abuse issues and current treatment methodologies, intervention strategies, the change process, and community dynamics
  - Demonstrated ability to complete screening and comprehensive clinical assessments for mental health, substance use, suicide, and a range of behavioral risks
  - Demonstrated ability to use evidence based intervention strategies for youth presenting with static and dynamic criminogenic risk factors, mental health, substance use, and other risks
  - Knowledge of the youth criminal justice system, and correction services policies and practices.
  - Solid understanding of human services ethics with regard to confidentiality and appropriate boundaries
  - Knowledge of harm reduction and trauma informed practice
  - Ability to maintain a calm professional approach in crisis situations
  - Demonstrated ability to work constructively and cooperatively in a team setting, and as part of multi-disciplinary team
  - Excellent communication and interpersonal skills
  - Knowledge and experience with case recording practices

## Other Skills and Abilities

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Mental Health Counsellor – YFPS 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 work with any client that is referred, including mandated and/or resistant individuals and families
- Have the ability to accept the differences they will find among their clients including the ability to work with values and behaviours that are very different from those of the employee
- Ensure that personal values and beliefs are not insinuated, promoted, or imposed on the clients
- Accept clients' rights to self-determination and individuality, and must not discriminate on the basis of Indigenous identity, race, colour, ancestry, place of origin, political belief, religion, socio-economic status, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age.
- Have a positive conviction about the capacity of people to grow and change.
- Have the ability to work in partnership with other team members, including referring authorities, crown and defence counsel, judges and other members of the criminal justice system
- Recognize the value of a nurturing family as the ideal environment for a person.
- Have the ability to recognize persons with special needs and make appropriate referrals.
- 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.
- Have the ability to represent the interests of the young person in multidisciplinary settings, including as a witness in a courtroom setting
- Have basic computer and Internet skills.

## Other Job Requirements

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- The Mental Health Counsellor - YFPS must be able to work flexible hours to accommodate program and client needs.
- Driving is required to attend meetings and to enable contact with clients at home or in the community. The counsellor must have a valid driver's licence and access to safe, reliable transportation, and must obtain appropriate insurance as per Society policy.

- Two completed, acceptable criminal record checks, one from the Criminal Records Review Program through the Ministry of Public Safety and Solicitor General and one from the Canadian Criminal Record Search of the RCMP National Repository of Criminal Records, the Canadian Police Information Centre, and the Police Information Portal.
- The Mental Health Counsellor will follow the Code of Ethics and the Mission Statement of The John Howard Society of North Island.

## Diversity

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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.