



# Youth & Family Counsellor - Substance Use Full-Time

Campbell River Region  
Campbell River

Monday June 1, 2026

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\$41 - \$60/ hour (\$40.03 To \$50.59 Hourly)

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**Company:** John Howard Society of North Island

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**Industry:** Social Services

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**Remote/Camp Based Job:** No

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**How to apply:**

Apply directly at: <https://www.jhsni.bc.ca/employment/> Please attach a cover letter and 3 references to your application.

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**Attachment:** [Youth and Family Counsellor Substance Use.pdf](#)

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**Expiry Date:**

Monday, June 15, 2026

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**Details:**

Youth & Family Counsellor -Substance Use This position includes a comprehensive 100% employer-paid benefit package, enrolment in our defined benefit pension plan (Municipal Pension Plan), and three weeks of paid vacation. Please note this is a temporary position, covering a leave of absence that is estimated to last between 12 and 18 months Applicants must be authorized to work in Canada and at our organization on an ongoing basis. 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. The John Howard Society of North Island is an employment equity employer. Two completed, acceptable criminal record checks are required. 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. This position requires union membership with Health Sciences Association. All union 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 Job Title: Youth and Family Counsellor — Substance Use Work site: Campbell River, Courtenay Program: Youth and Family Substance Use Services Benchmark: Addictions Counsellor Grid Level: Grid 14, Paraprofessional Reports To: Program

Manager Summary The Youth and Family Counsellor — Substance Use assists clients to assess situations, create plans, and take actions so they can meet goals related to their own or a family member's substance use. By establishing supportive and trusting relationships with youth, the counsellor aims to reduce risk, promote positive choices for a healthier lifestyle, and support youths' connections, stability, and attachment to family and community. The counsellor is also available to the community as an information resource and consultant.

**Key Duties and Responsibilities** To be successful in this position, the counsellor must be able to consistently perform each essential duty. Other duties may also be assigned. Within a system of care:

- Collaborate with youth and families to assess difficulties and plan counselling interventions to address their presenting needs.
- Provide individual, family, and group counselling using proven therapeutic techniques.
- Provide information and education to youth, families, and the community regarding substance use and related issues.
- Develop and facilitate plans to address detoxification and other related concerns as necessary. Refer youth and their families to other services such as residential programs, support groups, etc. as necessary. Ensure a connection is made to the new service. Follow up on and support referrals as appropriate.
- Take responsibility for case management as necessary. Advocate for families served
- Develop and provide prevention activities in the community as needed. Provide information and education to youth, families, and the community regarding mental health, substance misuse, and related issues.
- Collect data for reporting on program outcomes and statistics.
- Represent the agency in the community when required. Maintain healthy relationships with other organizations and the community at large.
- Offer support to and consult with co-workers as part of a team providing integrated, holistic services to youth and families.
- Complete reports and attends meetings as required by The John Howard Society of North Island and Island Health.
- Participate in regular clinical consultation and supervision.

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### **Qualifications & Experience:**

**Qualifications** The requirements listed below detail the knowledge, skills, and abilities required to perform the essential duties of the position. Education and/or Experience

- A bachelor's degree in a human services field from a recognized institution. Specialized training or experience in the area of substance use problems and mental health.
- Some driving is required to attend meetings, pick

up a youth, or meet with clients in the community. The counsellor must have a valid driver's licence and safe, reliable, properly insured transportation (as per Society policy).

- Two (2) years' experience which should include:
  - Experience working with high-risk youth in a counselling or other helping capacity
  - Remaining up to date with developments in the field
- Counselling Skills
  - Demonstrated ability with counselling techniques and approaches, including solution focused counselling.
  - Knowledge of and experience with assessment, including of substance use issues.
  - Knowledge of and experience in maintaining confidentiality, appropriate boundaries, and other basic counselling ethics.
  - Understanding of trauma and its impact on youth and families.
- Case Management Skills
  - Demonstrated ability to work constructively and cooperatively in a team setting.
  - Excellent communication and interpersonal skills.
  - Knowledge of and experience involving families, community partners, and other systems in treatment planning with youth.
  - Knowledge of, and experience with, keeping case records.
  - Knowledge of, and experience with, screening and referral.
  - Knowledge of community resources for youth and families.
  - Ability to use clinical consultation to enhance practice and meet required standards
- Group Facilitation Skills
  - Experience planning and leading educational, skill building, counselling, or support groups.
- Other Skills and Abilities
  - 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 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 respectfully in partnership with other team members, including referring authorities.
    - Recognize the value of a nurturing family as the ideal environment for a person.
    - Have the ability to recognize persons with special needs and adjust the way service is provided or make referrals as appropriate.
    - 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 basic computer and Internet skills.
- Other Job Requirements
  - The

counsellor must be able to work flexible hours to accommodate client needs, groups, meetings, and crises. • The counsellor must understand the values of family-centered services, and must have a commitment to young people's safety and family stability. • The counsellor should be open to employing an outreach approach. This could include taking part in physical or outdoor activities. • The counsellor will follow the Code of Ethics and Mission Statement of The John Howard Society of North Island. The counsellor will also abide by the relevant rules and regulations set out by the Vancouver Island Health Authority.

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