NIEFS
NORTH ISLAND EMPLOYMENT

Clinical Counsellor
Full-Time

Campbell River Region
Campbell River

Wednesday November 4, 2026

$41+/ hour ($47.26 To $57.84 Hourly)

Company: John Howard Society of North Island

Website: https://www.jhsni.bc.ca/

Industry: Social Services

Remote/Camp Based Job: No

How to apply:

Please attach a cover letter and 3 references to your application.
https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=0e218713-3183-41b2-95a0-91b2b08fcb90&ccId=19000101_000003&jobId=571444&jwId=SYS:JW:001&lang=en_CA

Attachment: Job Details _ Clinical Counsellor_0_0_0_0_0_0_0.pdf

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Expiry Date:

Wednesday, November 18, 2026

Details:

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 estimated to last until October 2027. 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 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. Job Description -Job Title: Clinical Counsellor -Work site:

Campbell River, Courtenay -Program: Full Time Attendance Programs, 180 Degrees, Foundry CV -Benchmark: Clinical Counsellor -Grid level: Grid 16, Paraprofessional -Reports to: Program Manager - Monday to Friday, 8:30 a.m. to 4:00 p.m. 35 hours/week 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, including program staff team members. -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 in collaboration with the program staff team. -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 & Experience:

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. 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. -Consult with and support residential staff team members in planning, monthly reporting, and general practice. -Work cooperatively with other community service providers. -Maintain case records as required by The John Howard Society of North Island. -Knowledge and experience with the Youth Criminal Justice Act and youth justice programming an asset. 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 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 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 and willingness to understand young offender issues and to be trained in working with offenders. -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 -The Clinical Counsellor must have a valid driver's licence and access to safe, reliable transportation, and must obtain appropriate insurance as per Society policy. -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.
