

## Job Posting

Internal

External/Internal

**Job Title:**

# Mental Health Counsellor

**Posting No:**

## JH 201

**Job Location:** Campbell River

**Note:** This position will be based in schools within School District 72. This is a temporary position ending on June 30, 2021.

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

**Salary Rate:** Effective April 1, 2021: \$37.66 - \$46.15, Paraprofessional Grid 16, Step 1\*

**Schedule:** To be determined with Manager. Could include early evenings.

**Hours per week:** 35

**Closing date:** March 10, 2021, at 4:30 pm with a possible extension until a suitable candidate can be found. Applications will not be considered after this date if a suitable candidate has been found.

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

Alisha McLain

**Email:**

alisha.mclain@jhsni.bc.ca

**Fax:**

250-286-3650

**Mail:**

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

This position is open to applicants of all genders.

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.

This position is subject to Article 13.5 Recall.

# JohnHoward

The John Howard Society of North Island

## *Job Description*

<i>Job Title:</i>	Mental Health Counsellor
<i>Work Site:</i>	Campbell River
<i>Program:</i>	Foundry
<i>Benchmark:</i>	Clinical Counsellor
<i>Grid Level:</i>	Grid 16, paraprofessional
<i>Reports to:</i>	Program Manager
<i>Prepared Date:</i>	March 19, 2018
<i>Approved by:</i>	Executive Director
<i>Approved Date:</i>	March 19, 2018
<i>Revised:</i>	
<i>Reviewed:</i>	September 22, 2018

### Summary

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The Mental Health Counsellor works as a member of a mental health counselling team that provides intake, assessment, treatment, and crisis intervention to clients attending Foundry. All Mental Health Counsellors establish supportive and trusting relationships that reduce risk, and promote positive choices within a stepped care model. The Mental Health Counsellor is a member of, or an ally of, the LGBTQ2S community and works effectively to support LGBTQ2S youth who are experiencing challenges related to their sexuality or gender identity. Foundry is an integrated youth and young adult service delivery model collaborating with primary health, mental health, substance use, social services, and peer support.

### Key Duties and Responsibilities

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

- Creates and supports a safe space, creativity, self-expression, life skills, empowerment, wellness, peer support, and social, recreational, educational, and community activities and projects for youth on the LGBTQ2S spectrum
- Provides intake screening, assessment, and treatment planning as part of an interdisciplinary team
- Provides individual, family, and group counselling using therapeutic techniques depending on client need

- Provides crisis intervention and support to young people and their families
- Refers young people and their families to other services, residential programs, and support groups as required
- May coordinate and facilitate the LGBTQ2S group programming for young people at Foundry Campbell River
- Collaborates and consults with other service providers to provide needed services to young people and families
- Maintains related records and statistics, and provides reports to the program manager
- 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 and supervision
- 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 young people who struggle with mental health and/or substance use issues in a counselling capacity
  - Understanding of mental health, addiction, and other abuse issues, and current treatment methodologies, intervention strategies, the change process, and community dynamics
  - Demonstrated ability to complete screening and comprehensive assessments for mental health, substance use, suicide, and a range of behavioral risks
  - Demonstrated ability to use evidence based intervention strategies for young people presenting with mental health, substance use, and other risks
  - Demonstrated understanding of gender-affirming care as well as the challenges that can be experienced by LGBTQ2S young people
  - 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 a 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 must:

- Demonstrate a cultural sensitivity and understanding of the client population's socio-economic characteristics.
- Have the ability to work with any client that is referred.
- Have the ability to work with values and behaviours that are very different from those of the employee.
- Have the acceptance of 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.
- Ensure that personal values and beliefs are not insinuated, promoted, or imposed on the clients.
- 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.
- Have the ability to recognize persons with special needs and make appropriate referrals.
- Have basic computer and internet skills.

## Other Job Requirements

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- The counsellor must be able to work flexible hours to accommodate walk in hours of Foundry and weekend work.
- 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 and one from the RCMP.
- 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 sex, race, orientation, or disability. Multilingual skills and multicultural competence are assets.