



Job Description: Clinical Counsellor

Job Title	Registered Clinical Counsellor
Reports to	Health Director
Status	Full Time
Hours	8:30am to 4:30pm
Wage	\$ \$50-60/hr plus a comprehensive health and wellness package

Key focus of Laichwiltach Family Life Society

Our vision is to empower and promote healing and education in our communities from an Indigenous perspective, nurturing and encouraging cultural awareness and self-sufficiency. We envision and celebrate a thriving, proud, respectful and inclusive community.

About this role

Working as part of an integrated team-based care team of professionals, the Clinical Counsellor will conduct assessments with patients who may be experiencing a current or emergent mental health illness, including possible substance use concerns, emotional assessments for concerns such as anxiety, depression, trauma, grief, life transitions, stress and relationship challenges, behavioral concerns and cognitive challenges. Reporting to the Health Director, the Clinical Counsellor will be both sensitive and experienced in providing counselling services to Indigenous patients, including clinical services which support a combination of western and Indigenous cultural care practices and approaches. Working as a trusted care provider, the Clinical Counsellor will foster positive, inclusive, and culturally safe care by building relationships with patients from assessment through to treatment and monitoring.

What you will do: Primary responsibilities

Working in a trusted care giving relationship with patients - and, if they choose their caregivers and family- your primary responsibilities in this trusted role include:

- 1. Patient-Centred Treatment Planning, Implementing, Monitoring and Documentation:** Collaborate with clinic colleagues from assessment through to developing a healing/treatment plan which incorporates traditional healing practices and approaches. This includes patient-centred treatment planning, supporting implementation, ongoing monitoring of patients and ensuring patient files are appropriately maintained.
- 2. Counselling Services:** Deliver quality counselling services that are culturally safe, humble and trauma informed. These services will be grounded in culture, ceremony, and be strength-based, free from judgement, shame, racism, and will recognize the systemic barriers and challenges faced by Indigenous patients.
- 3. Evaluating, Reporting and Community-Based Education:** Document, track, and report on mental health counselling activities within the clinic and the associated health outcomes so as to support continuous quality improvement and documentation of emerging practices.

How we will work: Team responsibilities

- 1. Collaborative Support:** The Clinical Counsellor will work closely with all clinic staff, including Family Physicians (FPs), Nurse Practitioners (NP), Registered Nurses (RNs), Social Workers, Dietitians(RD),



Physiotherapists(PT), Occupational Therapists (OTs), and the broader clinical team to ensure a coordinated, patient-centred treatment plan to support patients and their caregivers and/or family.

2. **Professionalism and Adaptability:** The Clinical Counsellor will demonstrate respect and professionalism for the team by:
 - a. Holistically considering the treatment and care needs of each patient and how each clinic staff member contributes to the treatment plan;
 - b. Practicing clear written and verbal communications; and
 - c. Carefully documenting clinical chart information, treatment plans, progress reports and external requests made on behalf of the patient.
3. **Confidentiality:** The Clinical Counsellor will respect patient confidentiality, sharing only what is needed to support patient-centred care and avoiding any sharing of information that could lead to judgement, stigma or shame on the patient.
4. **Training and Role Updates:** As the team grows, the Clinical Counsellor will work with the Health Director to support the onboarding of new team members and establishing a shared understanding of the Clinical Counsellor's scope of work and integration within the broader team.

There will be other responsibilities that emerge, and this job description will be reviewed and updated annually in partnership with the Clinical Counsellor and the broader team to promote a collaborative work environment.

Cultural competencies

Culturally safe and appropriate care is critical to who we are and how we work. We are seeking team members who are committed to a lifelong journey of learning and unlearning so that we can bring humility, kindness and safety to every health care experience. This means that all team members must:

- Recognize the importance of First Nations and Indigenous cultural identities as part of a healthy and balanced person and community. Specific to this role, this includes an understanding (or willingness to learn) about traditional wellness, the social determinants of health, and the role of cultural identity and family/community systems as part of wellness and health.
- Understand and honour First Nations cultural principles, protocols, and healing approaches that may differ from traditional Western medicine.
- Work with patients, caregivers and families to integrate traditional wellness and ways of being from assessment, treatment, and evaluation.
- Promote a culturally safe environment by implementing practises that respect and incorporate Indigenous ways of knowing and being.
- Understand (or seek to better understand) the communities we serve, their unique strengths and challenges, and how culture supports wellness and health.

What you bring to the role

Qualification, Education, Training and Experience

- The Clinical Counsellor will have completed a master's degree in social work, Clinical Counselling or Psychology
- Have up to date registration and in good standing with their professional regulatory body.
- A minimum of five-years of recent and related clinical experience



- Have experience working with First Nations patients and training in cultural safety and humility and brings to life a trauma-informed practice.
- Direct work experience working in public health is required as is in-depth experience in performing psychosocial assessment and providing treatment planning and direct care.
- Candidates must have a valid drivers license
- Must be legally entitled to work in Canada.
- A criminal record check is required prior to an offer of employment being made to the successful applicant.

Skills And Abilities

- Broad knowledge of the principle and practices of:
 - Various therapeutic and counselling modalities
 - Recovery in mental illness
 - Psychosocial rehabilitation
 - Individual, group and family sessions
- Experience in referring to and consulting with appropriate health care professionals based in a team-based environment, including follow-up and ongoing case management.
- Confidence and capability in providing in the moment consultation with other clinicians and in taking on a lead coordination role.
- Knowledge of relevant socio-historical events relevant to First Nations in British Columbia and how socio-historical event impact a patient and family's social determinants of health.
- Familiarity with traditional healing practices, customs, values and traditions of local First Nations

How to apply

If this sounds like the opportunity for you, please email your cover letter and resume, noting 'Clinical Counsellor' in the subject line, to careers@lchccare.ca you are interested to learn more about the Community Health Centre, please visit: www.lfls.ca/employment