Youth Counsellor - FTAP

Casual Temporary
Step 1
Campbell River, BC, CA

Today
Requisition ID: 1069

Salary Range:
$42.47 To $53.67 Hourly

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. We are an employment equity employer.

We believe there is essential value in Indigenous knowledge, lived experience, and ways of knowing, doing, and being. First Nations, Inuit, and Métis ancestry is regarded as directly relevant to the key duties, skills, and knowledge required for all positions at John Howard as it directly impacts and informs services provided to Indigenous children, youth, and families. We encourage and warmly welcome all applicants with Indigenous ancestry to apply.

We are committed to engaging in reconciliation work by learning, designing, and practicing decolonization within our agency. We operate on Indigenous territories and recognize that institutions like ours have been part of systems that have caused harm. We believe that we have a meaningful opportunity to create impact in the lives of youth and caregivers, and we take seriously our responsibility to earn trust, address harm, and evolve.

Please note this is a temporary position, covering a leave of absence that is estimated to last until July 2027.

Applicants must be authorized to work in Canada and at our organization on an ongoing basis.

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: Youth Counsellor - Full Time Attendance Programs (FTAP)

Work Site: Beech Street

Program: Full-Time Attendance Programs, 180 Degrees

JJEP Benchmark: Adult, Youth and/or Child Counsellor

Grid Level: Grid 14 Paraprofessional

Reports to: Program Manager

Summary

The Youth Counsellor – FTAP provides primary supervisory and support services to the youths participating in the Full-Time Attendance Programs. Responsible for organizing and monitoring youths' individualized day programming.

Key Duties and Responsibilities

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

- Builds and maintains a positive supportive relationship with youth in the program
- Participates fully as a member of the case management team for each youth placement
- Develops and implement intervention plans within program guidelines in consultation with other members of the case management team
- Provides individual and/or group programming aimed at addressing youth issues/needs such as communication skills, anger management, conflict resolution, and problem solving
- Provides youth with opportunities to access community resources as required
- Facilitates the self-development and skill development of youth by identifying, recruiting and developing appropriate resources, and supporting youth participation in developmental activities, i.e. life skills, work placement, academic study, community services
- Provides direct intervention with the youth when required
- Assists in personal hygiene and basic care
- Responsible for ongoing contact and liaison with probation officers who are involved with the youth
- Facilitates open communication within the case management team
- Contributes to regular reporting procedures, including ongoing case notes, incident reports, monthly progress summaries, and exit reports

- Attends meetings as required by John Howard and the Ministry of Children and Families
- Represents John Howard in the community when required by the agency and the Ministry
- Participates in managing/balancing on-site petty cash and youth work budgets

Qualifications

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

Education and Experiences

- Post-Secondary degree in counselling, child care work or a related field
- First Aid Training is required.
- A minimum of two years' experience working with high-risk youth in a counselling or other helping capacity required, which should include:

Counselling Skills

- Experience counselling adolescents.
- Ability and willingness to be trained in treatment issues
- Experience with life skills/job skills programming an asset
- Understanding of addiction and other abuse issues, and current treatment models
- Solid understanding of human services ethics with regard to confidentiality and appropriate boundaries
- Ability to maintain a calm professional approach in crisis situations

Case Management Skills

- Demonstrated ability working constructively and cooperatively in a team setting
- Excellent communication and interpersonal skills
- Knowledge and experience with case recording practices

Other Skills and Abilities

Counsellor must:

- Demonstrate a level of cultural sensitivity and understanding of the client population's socio-economic characteristics.
- Have the ability to form mutually respectful partnerships with persons served, their families, and their caregivers 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 and accept the differences they will find among their clients.
- Have the ability to work with values and behaviours that are very different from those of the employee.

Apply

- 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 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 understanding and the ability to support the youth's learning experience in prescribed individual programming and treatment.
- Have basic computer and internet skills.

Other Job Requirements

- Driving is required to attend meetings and to enable contact with youth/families at home or in the community. The worker must have a valid driver's licence and access to safe, reliable transportation, and must obtain appropriate insurance as per Society policy.
- The Youth Counsellor – FTAP may be involved in coordinating and/or participating in activities with youth, which may include physical, outdoor or other active elements.
- The Youth Counsellor – FTAP will follow the Code of Ethics and the Mission Statement of The John Howard Society of North Island. The Counsellor will also abide by the relevant rules and regulations and guidelines set out by the Ministry for Children and Family Development.

Application

Please attach a cover letter and 3 references to your application.

Monday to Friday, 8:30a.m to 4:00p.m.
35 hours/week

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