LOWER SIMILKAMEEN
COMMUNITY SERVICES SOCIETY

Job Title: Community Counsellor

Benchmark: Unclassified **Classification Grid:** 15

Immediate Supervisor: LSCSS Executive Director;

Bargaining Unit: UFCW Local 1518

Approved on:

Job Summary:

Lower Similkameen Community Services Society is a multi-service non-profit and registered charity whose mission is to promote and provide excellent programs that enhance the quality of life by continuing to improve the social conditions, housing, health and education of our citizens.

As an organization that provides support to women, girls, Two Spirit, trans and non-binary peoples related to gender-based violence, the Canadian Women's Foundation has provided funding to increase our ability to respond to increases in service needs during the COVID-19 pandemic. This funding is to support activities that address, prevent and reduce gender-based violence.

The Counsellor will provide psycho-educational community-based workshops, groups, support and 1-to-1 counselling services from a trauma-informed, resiliency and feminist based perspective to women who have experienced gender-based violence, assault or abuse; and to youth, families and men whose lives may have been impacted by gender-based violence and want to improve their relationships and manage conflict.

Working with referrals from LSCSS and other service providers in the Lower Similkameen, the Community Counsellor may assist with clients from the following programs: PEACE, Victim Services, Stopping the Violence, Family Support, Child & Youth Mental Health, or provide services for self-referred clients.

The Counsellor will be experienced with indigenous engagement and cultural safety in their service delivery.

This is a term position, with current funding until September 31, 2021.

Job Duties:

1. Provide assessment services to gather case history and other relevant service information. Identify and assess the immediate emotional/behavioral issues that have led the client to seek or be referred to services. Assess the safety of clients and supports them in reducing safety risks.

2. Provide professional expertise to assist clients to establish appropriate goals and service plans for services. Use a variety of techniques to assist clients to set and obtain goals during sessions paying attention to individual clients' needs and outcomes.
3. Engage in a variety of trauma informed and feminist based service strategies to help meet the needs of women, youth, families and men whose lives have been impacted by gender-based violence.
4. Provide individual and group counselling to clients from a feminist and trauma-based perspective using a diversity of modalities and techniques including therapeutic group counselling and self-skill workshops.
5. Provide age appropriate supports for children & youth.
6. Support caregivers who are survivors of abuse by providing information, and where possible, support groups and individual counselling sessions.
7. Provide referrals and linkages to other related services, including clinical treatment, when agreed to by the clients.
8. Liaise with existing supports and services for clients to promote seamless and integrated care.
9. Identify community resources available to meet clients' needs, such as transition houses, victim assistance programs, and mental health services, and provide related information to clients.
10. Develop and implement on-line and off-line workshops to strengthen families by breaking the cycle of abuse. Collaborates with co-facilitator(s) in conducting groups.
11. Prepare and submit all reports, service summaries and other program documentation requested in a timely manner. Maintain and provide statistics and reports regarding service delivery as required.
12. Participate in quality assurance, support supervision/consultation, intake and staff meetings.
13. Work collaboratively with other community agencies and groups to identify and provide mental health services.
14. Keep up-to-date with program and agency policies, procedures and practices, as well as with software collection systems.
15. Participate in professional development activities in order to stay current in the field of trauma informed counseling, treatment and interventions.Performs other related duties as assigned.

Qualifications:

Typical Education, Training and Experience

- Bachelors Degree in counselling, social work, human services or related field field plus recent, related experience of at least two years working in a counselling setting and/or relevant experience and training; an equivalent combination of education, training and experience may be considered.
- Demonstrated knowledge and experience working with women, children & youth who have experienced various forms of violence and abuse.

- Demonstrated knowledge and skills using relevant formal facilitation techniques / counselling and experiential group processes and approaches by means of a feminist and client-centered perspective.
- Knowledge of and experience with various expressive therapies as well as psycho-educational approaches with a thorough understanding of the dynamics of abuse, parenting issues and child developmental stages.
- Current training in: Non-Violent Crisis Intervention; Mental Health First Aid; Indigenous Cultural Competency; Domestic Violence Safety Planning; LGBT2Q+ Awareness; Trauma-informed Practice
- Class 5 Driver's licence and access to a vehicle for work purposes.Travel may be required.
- Clearance through the Criminal Records Review Program is required

Typical Skills and Abilities

- Effective interpersonal behaviour and demonstrated oral and written communication skills
- Physical ability to carry out the duties of the position
- Ability to establish and maintain rapport with clients
- Proficient user of computer and related technology, including Microsoft Office, Zoom, internet and email software
- Ability to plan, organize and prioritize
- Ability to analyze and resolve problems
- Conflict resolution skills
- Ability to work independently and collaboratively with good organizational, time and self-management skills.
- Demonstrated ability to build, and steward community connections and to collaborate with inter-agencies and community
- Knowledge of community resources available to support clients
- Ability to work flexible hours and locations
- Ability to demonstrate initiative, effectiveness, and efficiency of service delivery.
- Aligns with the philosophy, policies and procedures of the society.
- Demonstrated cultural competency.
- Demonstrated 'can-do' attitude with a focus on shifting perspectives and fostering resiliency.

Job Description Drafted: March 25, 2021