

Posting No.:	CC2021-r05	Posting Date:	July 29, 2021
Position Title:	Counsellor, Children's Services	Position Status:	Temporary Full-time (to February 2023)
Union Position:	CUPE	Rate of Pay:	\$50,499 - \$66,533
Location:	Greenstone		

Summary

Working within a Recovery Framework, the **Counsellor, Children's Services** supports children and youth (birth to 17 years of age), living with mental health challenges and/or developmental disabilities, and their families/guardians and communities across the District of Thunder Bay. The **Counsellor, Children's Services** works as an integral part of a clinical team responsible to provide mental health core services and developmental supports, including but not limited to: access/intake, brief service, targeted prevention, counselling, case management including referrals to specialized services, crisis response and family support.

Core Competencies

<ul style="list-style-type: none"> Recovery focused and person-centered orientation 	<ul style="list-style-type: none"> Effective planning, organizational and time management skills
<ul style="list-style-type: none"> Mindful and self-reflective 	<ul style="list-style-type: none"> Critical thinking skills
<ul style="list-style-type: none"> Adaptable and flexible 	<ul style="list-style-type: none"> Excellent communication skills
<ul style="list-style-type: none"> Resourceful 	<ul style="list-style-type: none"> Sound decision-making skills
<ul style="list-style-type: none"> Accountable and dependable 	<ul style="list-style-type: none"> Networking and relationship building skills
<ul style="list-style-type: none"> Creative and innovative 	<ul style="list-style-type: none"> Ability to work both independently and within an interdisciplinary team

Job Duties and Responsibilities

Clinical

Working with children and youth who are living with mental health challenges and/or developmental disabilities, in addition to families/guardians and community, duties include, but are not limited to:

- Providing comprehensive, person-centered assessment, counselling and discharge planning.
- Developing, collaboratively with the client and/or family/guardian, Personal Plans of Care based on the principles of person-centered planning, self-determination and choice and providing services reflective of this plan.
- Providing education, information, referral and case management support.

- Through the Access Network and via the liaising with the most appropriate physician(s), community agencies and/or care providers, facilitating the removal of barriers to care and connection to services and ensuring the wrapping around of these services to best meet the holistic needs of the client.
- Developing and/or facilitating psycho-educational and/or support groups for children, youth and families/guardians.
- Assessing, intervening and developing individualized safety plans when imminent risk has been identified.
- Ensuring that the protection and rights of children and families/guardians are addressed in accordance with applicable legislation, Standards of Practice and NOSP policies and procedures.
- Supporting mental health assessments and actioning psychiatrist recommendations.
- Maintaining a client caseload consistent with expectations of the role.
- Engaging in ongoing assessment and evaluation of clients' progress using standardized assessment tools and other evidence-based methodologies.
- Documenting all client engagement, case management activities and client progress in the electronic client clinical record.
- Maintaining confidentiality and working in a manner consistent with ethical guidelines of the Ontario College of Social Workers & Social Service Workers or applicable College.
- Participating in the clinical supervision and performance enhancement process.
- Developing personal goals for continued learning and engaging in ongoing development and self-evaluation.
- Assisting, precepting and providing support for colleagues, students and others to enhance and further develop clinical practice.

Administrative

- Participate as an active and contributing member of the NOSP team.
- Participate in team and agency staff meetings, actively contributing to discussion, planning and problem solving.
- Participate in agency change initiatives, actively contributing input to support for success.
- Participate in research and program evaluation projects within the agency.
- Participate in and contribute to agency-wide activities and initiatives (e.g., committees, working groups, agency planning days, etc.).
- Familiarize self and work in alignment with agency policies and procedures, College Standards and governing legislation.
- Maintain up-to-date documentation within the agency's electronic case management system, applying College Standards as they relate to clinical documentation.

Occupational Health and Safety

- Follow all policies and procedures to ensure personal safety and safety of others.
- Following the principles of the Internal Responsibility System (IRS), report any observed health and safety risks to the immediate manager or designate.

Qualifications/Requirements

- Membership in a Regulated Profession consistent with a baccalaureate level of post-secondary education or greater; Social Worker (BSW/MSW with RSW); RN (CPMHN(C)); MA Counselling Psychology or equivalent (CRPO); in good standing.
- A preference of three (3) years' experience in a mental health and/or developmental services agency providing clinical interventions for children, youth and families.
- The ability to effectively engage children and youth and develop sustainable, professional relationships.
- Experience in the performance of evidence-based assessment, counselling and discharge planning specific to children and youth.
- Experience in the development of Personal Plans of Care for children and youth.
- Experience in the delivery of one-on-one counselling supports and group facilitation.
- Sound knowledge of the child protection system in Ontario and relevant legislation.
- Knowledge and understanding of the impact of intergenerational trauma and colonization.
- Knowledge of the range of community health and social services across the District of Thunder Bay, and Northern Ontario, and how to access the same.
- Knowledge of and experience with clinically sound documentation standards.
- Sound clinical acumen.
- An understanding of the Personal Health Information Protection Act (PHIPA) and the ability to effectively apply privacy practices within the rural living context.
- Training in CBT, DBT or Mindfulness Practice is considered an asset.
- Applied Suicide Intervention Skills Training (ASIST) is considered an asset.
- Demonstrated ability to work both independently and collaboratively as a member of an interdisciplinary team.
- Clear understanding of scope of practice as it relates to the position and in keeping with the applicable Regulatory College and performance of duties within this scope.
- Advanced skills in oral and written communication.
- Working knowledge of Microsoft Office Suite.
- A valid Ontario Driver's Licence is required. The use of a privately-owned vehicle and appropriate insurance coverage is required.
- Ability to travel across the District of Thunder Bay and/or out-of-District communities, as required.
- Ability to speak French is considered an asset.
- This position may require working flexible hours contingent upon client need.

.....

Interested applicants should submit a cover letter and current resume to the attention of Bobby Jo Smith, Executive Director, via careers@nosp.on.ca, referencing the **Posting No.** found at the top of this posting. This position will remain posted until filled.

*****This is an equal opportunity position*****

In order to ensure equal opportunity during the recruitment and selection process, NOSP provides accommodations for applicants with disabilities upon request.