



<b>Posting No.</b>	<b>CCNOEL2022-20</b>	<b>Posting Date:</b>	August 22, 2022
<b>Position Title:</b>	Counsellor, Children’s Services	<b>Position Status:</b>	Permanent Full-time
<b>Union Position:</b>	CUPE		
<b>Location:</b>	Greenstone – Geraldton Primary Office Location (In-person position)		

## Summary

Working within a Recovery Framework, the **NOEL Counsellor, Children’s Services** supports school-aged children during the school year and children and youth (birth to 17 years of age), during July and August, who are living with mental health challenges and/or developmental disabilities, and their families/guardians, across the Municipality of Greenstone. The **NOEL Counsellor, Children’s Services** works as an integral part of the NOSP clinical team responsible for providing mental health core services, including but not limited to: access/intake, brief service, counselling, crisis response, targeted prevention, case management, service coordination and family support. The **NOEL Counsellor, Children’s Services**, also works as an integral part of the interdisciplinary teams of both the Superior Greenstone District School Board (B.A. Parker and Marjorie Mills sites) as well as the Superior North Catholic District School Board (St. Joseph and Our Lady of Fatima sites).

## Core Competencies

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

## Job Duties and Responsibilities

### Clinical

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

- Engaging, screening and triaging referred children and families/guardians within NOEL-identified schools.
- Providing comprehensive, person-centered assessment, counselling and discharge planning.

- Working with Mental Health and Behavioural Specialist leads, Principals and school staff to develop, implement and support programs and services.
- Working with students, both one-on-one and within the classroom setting, to actively assess and integrate skills.
- Working with families, Special Education Specialists, educational teams and community and District partners to create, implement and support Student Success and Individualized Education Plans.
- Providing education, information and referral.
- 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 co-facilitating psycho-educational and/or support groups, presentations, workshops and events 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 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.

Additional duties as required to support the effective operation of the Children Service's Program and related delivery of services to individuals and families across the District of Thunder Bay.

### 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 Student Success Plans, Individualized Learning Plans and/or 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 Evan Speziale at [evan@spezialerecruiting.ca](mailto:evan@spezialerecruiting.ca), noting the posting number found at the top of this post.

**\*\*\*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.**