

External Job Posting

Counsellor

Two Positions Available

AGENCY OVERVIEW:

Carizon Family and Community Services specializes in children's mental health, youth engagement and development, family violence services, individual and family counselling, parental support and education, credit counselling, workplace resilience, settlement support and community wellness.

POSITION OVERVIEW:

This position involves providing individual, family, couple, and/or group counselling to enable individuals to reach personal goals, overcome barriers, solve problems, and build resiliency. The incumbent requires excellent communication skills, creativity, and the ability to engage effectively with a wide variety of individuals presenting with a wide range of needs and goals.

We have two full-time positions available. One of the positions will primarily focus on the provision of counselling services to Newcomers and Refugees presenting with a wide variety of challenges arising from pre and post migration experiences. The other position will provide counselling to our EAP, Funded and Fee for Service Programs.

RESPONSIBILITIES:

- Work collaboratively with the counselling team to respond to client needs which may include intake, providing referrals and information, assessing risk, providing individual and couple counselling (including EAP services), facilitating groups, and providing brief services such as walk-in counselling services.
- Accept referrals and engage clients in appropriate and meaningful intervention in order to facilitate effective therapeutic change.
- Advocate on behalf of the client as well as provide information on services at the agency and other community resources as appropriate.
- Work as a team with community social services agencies as appropriate.
- Maintain and promote on-going professional development to enhance counselling skills and participate in regular individual and peer supervision sessions.
- Adhere to the ethical standards of the Ontario College of Social Workers and Social Service Workers and in particular maintain confidentiality with respect to client matters.
- Develop and facilitate group sessions, identify needs for new programs and design and deliver such programs.
- Stay current on program development and design practices to ensure consistent high quality service delivery.
- Participate in internal and community committees as assigned.
- Provide training regarding topics of expertise in the community as required.
- Demonstrate flexibility in responding to clients needs and work through workforce planning and staffing as required.
- Support all outcomes evaluations programs and requirements for continuous quality improvement.
- Support the work of placements of Masters level practicum students and supervise interns and externs as required.



- Identify trends and issues presented by clients and keep the Supervisor and/or Manager of Clinical Services and Clinical Lead informed of such trends and issues.
- Promote a positive and professional image of Carizon.
- Complete all required documentation in a professional and timely manner.
- Provide theoretically informed and culturally responsive counselling interventions, for clients presenting with a wide variety of issues arising from pre and post migration experiences
- Participate in client and program evaluations as required.
- Represent the agency and maintain professional relationships with community agencies and clients, providing expertise in the field of counselling.
- Show others how to complete tasks, coach and provide performance feedback.

EDUCATION/KNOWLEDGE/EXPERIENCE:

- Master’s degree (MSW, MA, etc.) and registration with the appropriate regulatory college.
- Minimum 5 years professional experience preferred.
- Ability to provide counselling in several languages is an asset.
- Ability to provide counselling services in Arabic will be essential for 1 of the positions posted.
- Extensive knowledge of counselling practices for individuals, families, couples and groups.
- Experience in a multi-disciplinary and multi-cultural environment.
- Knowledge of domestic violence, sexual assault and trauma counselling an asset.
- Training and experience in attachment and trauma theory and asset.

HOW TO APPLY:

Interested applicants are invited to submit their resume (in confidence), before 4:00 p.m. on the last day of this posting to: Human Resources via email: hr@carizon.ca, quoting the competition number in the cover letter and email subject line. *We request that candidates please send their cover letter and resume together as one combined document (Word.doc, PDF etc.).*

**Carizon is an equal opportunity employer and supports workforce diversity. At Carizon, we believe that diversity enriches our performance, clients, services offered, the communities where we live and work, and the lives of our employees. Should you require accommodation during the recruitment process, please contact Human Resources (hr@carizon.ca). While we thank all applicants for their interest, only those candidates selected for an interview will be contacted.*

<p><u>SALARY:</u> Salary Grade 9 \$28.56 to \$34.84 per hour</p>	<p><u>STATUS:</u> Permanent, Full-time</p>	<p><u>COMPETITION NUMBER:</u> 58–19 (NUC-56)</p>
<p><u>LOCATION:</u> Kitchener-Waterloo</p>	<p><u>HOURS OF WORK:</u> TBD</p>	<p><u>POSTING PERIOD:</u> August 28 to September 13, 2019</p>
<p><u>EMPLOYEE GROUP:</u> Non- Union</p>	<p><u>SCHEDULE:</u> TBD</p>	<p><u>START DATE:</u> ASAP</p>