

External Job Posting:

Child and Family Counsellor

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:

The Child and Family Counsellor is responsible for providing individual and group clinical therapy to children, youth, and their families. In addition, the Child and Family Counsellor refers clients to other community agencies and professionals to increase the support and services needed by the client. The incumbent requires excellent communication skills, which includes: courtesy, tact, discretion, providing detailed explanations, persuasion, interpretation, negotiation, counselling and diplomacy.

RESPONSIBILITIES:

- This position works collaboratively with the counselling team to respond to client needs including intake, referral, information brief, intervention, individual and couple counselling and group sessions (i.e. EAP counselling).
- 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 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.
- Demonstrate flexibility in responding to clients needs and work through workforce planning and staffing as required.
- Support the Outcomes Evaluations program and requirements for continuous quality improvement.
- Identify trends and issues presented by clients and keep the Director of Counselling informed of such trends and issues.
- Promote a positive and professional image of Carizon.
- Complete all required documentation in a professional and timely manner.
- 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:

- Masters Degree in Social Work.
- Minimum 3 years post-graduate experience.
- Extensive knowledge of counselling practices for individuals, families, couples and groups.
- Experience in a multi-disciplinary and multi-cultural environment.
- Knowledge of domestic violence and trauma an asset.
- A satisfactory vulnerable sector police check

SKILLS AND ATTRIBUTES:

- The incumbent requires excellent communication skills, which includes: courtesy, tact, discretion, providing detailed explanations, persuasion, interpretation, negotiation, counselling and diplomacy.
- Ability to effectively interact with external contacts by providing clients with information and establishing productive relationships with hospitals – doctors, psychiatrists, social workers and nurses; schools – teachers, guidance counsellors, other counsellors; police, victim services, shelters, housing, lawyers, child protection workers and other community partners.
- Ability to manage time and quality pressures and instances of unpleasant client interaction.
- Self-motivated, committed, very organized and sensitive to the needs of clients.
- This position requires a high level of confidentiality for the protection of the client.
- Ability to work on-call/pager/shift work occasionally.
- Ability to manage possible safety issues such as psychotic or threatening clients.

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 \$26.82 to \$34.84 per hour</p> <hr/> <p><u>LOCATION:</u> 400 Queen St. South, Kitchener</p> <hr/> <p><u>EMPLOYEE GROUP:</u> Non- Union</p>	<p><u>STATUS:</u> Permanent Full-time</p> <hr/> <p><u>HOURS OF WORK:</u> 35 hours/week</p> <hr/> <p><u>SCHEDULE:</u> TBD</p>	<p><u>COMPETITION NUMBER:</u> 67-18 (NUC-63)</p> <hr/> <p><u>POSTING PERIOD:</u> Dec. 28, 2018 to Jan. 10, 2019</p> <hr/> <p><u>START DATE:</u> ASAP</p>
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