



Job Posting

Job Title: **Women's Trauma Counsellor - Harm Reduction** (OPSEU Bargaining Unit), **Part-time, permanent** (25 hours per week with possibility to increase dependent on funding)

Reports to: **Program Manager**

About Us and Summary of the Role

Mission

North York Women's Shelter actively supports the rights of women and children to build lives free of violence by providing non-judgemental safe shelter, advocacy, and a range of programs & services including 24-hour crisis support.

Vision

Our vision is to create a community characterized by gender equality where women and their children feel empowered and safe and all services are provided according to the NYWS's Trauma-Informed Key Principles.

Purpose

The Women's Trauma Counsellor - Harm Reduction is responsible for providing trauma-specific mental health counselling along with appropriate advocacy, case management, and education. The role is specific to supporting women who use substances who engage in any high-risk behaviour from an established Harm Reduction framework. This position provides therapeutic counseling within a multi-disciplinary team environment that enables women impacted by violence to regain their independence and quality of life with their families. Integral to this role is an understanding of trauma-informed, sex positive, harm reduction, anti-racist/anti-oppression principles and frameworks, including an articulation of how these principles factor into clinical practice.

Accountabilities and Responsibilities

Mental Health & Trauma Counselling – Harm Reduction

- Foster and maintain a trauma-informed approach in their work with clients and colleagues
- Provide therapeutic counselling to women and children who have experienced and/or are experiencing trauma, including individuals who are impacted by and/or continue to experience physical, emotional, sexual, and intergenerational violence
- Utilize a range of therapeutic modalities to create and implement treatment plans that are tailored to meet the needs of women who engage in substance use or any high-risk behaviour within a harm reduction framework
- Develop group counselling programs independently and in collaboration with the Trauma Counsellor - Expressive Arts and Child & Youth Trauma Counsellor

- Develop professionally through supervision, team meetings, case consultations, external training events;
- Compile and present statistical data and reports for Program Manager to review and evaluate counselling programs and sessions
- Documents and maintains all necessary documentation on client files, e.g. progress notes, treatment plans, reports and any other written material in a timely manner
- Recognize and manage challenging situations in a Trauma-Informed manner as per NYWS policy, particularly involving justice systems i.e. CAS and police

Case Management

- Utilize a trauma-informed approach to assessing and determining appropriate service needs of client including but not limited to, safety planning, shelter accommodation and other community-based support referrals
- Provide information on community supports and referrals to clients including, but not limited to, legal support, employment & education opportunities, social assistance, health services and counselling referrals;
- Supports clients in achieving housing goals, through THC or other housing opportunities;
- Supports women with children to enrol them in local schools/daycare and apply for subsidies.
- Assess risk and safety for new clients and provide ongoing safety planning with a particular focusing on harm reduction
- Collaborate with treatment team members and participate in regular Case Management meetings to discuss and plan for effective support of residents
- Facilitate group psycho-educational counselling for residents
- Support NYWS in remaining current and active in harm reduction policy development and community advocacy
- Uphold confidentiality of all clients and residents in accordance with organizational policies and subject to legal requirements;
- Attend and participate in additional team building, training, in-services, and community outreach projects as required
- Perform related duties as assigned by Program Manager
- Maintain compliance with all NYWS policies, procedures, and Trauma-informed Practice – Key Principles
- Other duties as required

Community Support

- Develop and facilitate harm reduction focused groups for women in the community
- Provide community harm reduction programming including safe works, group and counselling referrals and safety planning

Qualifications and Skills

The Successful Candidate will hold:

- Graduate degree in clinical or counselling psychology or MSW
- Registration with a College of Registered Psychotherapists (CRPO) or The Ontario College of Social Workers and Social Service Workers (OCSWSSW)
- Candidates who have completed an accredited psychotherapy training program (through the Gestalt Institute of Toronto, Toronto Institute for Relational Psychotherapy, Toronto Institute of Psychoanalysis) AND are registered with the CRPO will also be considered

- Minimum three years' experience working in a counselling capacity with women and children who have experienced sexual abuse and/or violence in relationships
- Minimum 3 to 5 years experience in Harm Reduction policy and program development.
- Preference will be given to candidates with experience and training in Trauma-Informed care, mental health recovery, harm reduction and substance use and are able to work with cultural competence
- Preference will be given to candidates who represent the population served by NYWS.
- Additional education/training in somatic therapies, EMDR, attachment, mindfulness, CBT, narrative, and/or other models of current best practices in the theory/treatment of trauma
- Knowledge of the impact of systemic marginalization on women and children, including sexism, racism, poverty, homophobia, transphobia, and dis/ability
- Demonstrated competencies including communication, innovative and creativity, teamwork, flexibility and adaptability, accountability, strategic and collaborative thinking
- Demonstrated organizational ability to handle caseload requirements, compile statistical data and reports for review and evaluation
- Demonstrated ability to maintain a mature and realistic approach to the social problems of the client being served and knowledge of and self-awareness around transference and countertransference
- Ability to work independently or as part of a team
- Current CPR and First Aid training an asset
- Satisfactory Vulnerable Sector Checks (PVSC) with future checks every three (3) years

The Successful Candidate will possess the following skills:

- Passion and alignment to NYWS's values, mission, and goals
- Passion for the integration of creative and alternative forms of therapy, and flexibility to adapt to clients' immediate needs effectively
- Knowledge of the impact of systemic marginalization on women and children, including sexism, racism, poverty, homophobia, transphobia, and dis/ability
- Able to successfully work from an anti-racist/anti-oppression and trauma-informed practice framework.
- Ability to maintain a mature and realistic approach to the social problems of the client being served and knowledge of and self-awareness around transference and countertransference
- Excellent professional and empathetic communication skills, as well as strategic problem-solving and collaborative thinking skills
- Strong organizational and time management skills with the ability to set priorities.
- Ability to work independently as well as part of a strong dynamic team
- Ability to work collaboratively in a pet-friendly environment
- Strong adherence to ethical policies, procedures, and exercises a high degree of confidentiality and privacy of information as outlined in NYWS policies and procedures, as well as in Trauma-Informed Practice – Key Principles
- Computer literate, including high proficiency in Microsoft Office programs i.e. Word, PowerPoint, Excel

Physical Requirements

- Exposure to illnesses such as cold and influenza on a weekly basis
- Exposed to loud sounds and high noise levels on a weekly basis
- Exposed to possible risks of managing conflicts amongst women and children in crisis

- Exposure to volatile external threats (abusive partners)
- As employees of an organization committed to harm-reduction, exposure to women who may be under the influence of substances including, but not limited to cannabis
- Exposure to pets on a regular basis
- Must, at all times, be able to function effectively and accountably with women, children, and adolescents who may have mental or behavioral challenges. The staff must be able to demonstrate appropriate daily behavior, express appropriate emotions. Hostility, aggression and unnecessary or inappropriate physical actions as well as inappropriate emotional expression are not acceptable.
- Must be flexible to work evenings and weekends as required

Key Performance Indicators

- Client satisfaction
- Continuous Improvement (PD participation)
- Appropriate representation of NYWS at fundraising and outreach events
- Team collaboration
- Community referrals
- Documentation
- Commitment to trauma-informed principles
- Alignment with Mission, Vision, Values

Application

If interested in this position, please submit resume via email to Vicky Sage vicky@nyws.ca and quote **'Women's Trauma Counsellor - Harm Reduction'** in the subject line by 5:00pm on December 20, 2019.

Potential candidates will be contacted, no phone calls please.