

Job title: Women's Trauma Counsellor - Afro-Caribbean Black Wellness **Reports to:** Program Manager

Start Date: April 2021

**Job Category:** 9-month Contract, Full-Time

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## 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 - Afro-Caribbean Black Wellness is responsible for providing trauma-specific mental health counselling along with appropriate advocacy, case management, and education. 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

- 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
- Provide Africentric psychotherapy to self-identified Afro-Caribbean and Black residents.
- 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

- 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

## 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
- Experience working within the Afro-Caribbean and/or Black communities.
- Minimum three years' experience working in a counselling capacity with women and children who have experienced sexual abuse and/or violence in relationships
- 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 counter-transference
- 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 counter-transference
- 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

- Ability to wear Personal Protective Equipment and adhere to COVID-19 infection prevention principles
- 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

Email resumé and cover letter to Vicky Sage [vicky@nyws.ca](mailto:vicky@nyws.ca) with subject line 'WTC ACBW 0421'.

*In accordance with our feminist, anti-racist and anti-oppressive framework, NYWS is committed to the development of an organization that reflects the communities that we serve.*

*We actively encourage applications from members of groups with historical and/or current barriers to equity.*

Position vacant until filled.

Potential candidates will be contacted. We respectfully ask no phone calls, and any made will not be returned.