

**The Victoria Youth Clinic/Foundry Victoria**

**Title:** Concurrent Disorders Counsellor/Clinician

**Job Summary**

The Victoria Youth Clinic Society, lead agency for Foundry Victoria is seeking a Concurrent Disorders Counsellor/Clinician. This position will provide intake, assessment, treatment, walk-in counselling and therapeutic groups to young people aged 12- 24 and their families attending Foundry Victoria. The Counsellor will establish supportive and trusting relationships that promote mental health and wellness and reduce client risk within a stepped care model and in a walk-in basis.

Foundry Victoria is an integrated youth and young adult service delivery model comprising primary health, mental health, substance use, social services, outreach and peer support.

**Key Duties and Responsibilities**

To perform the job successfully the Clinician must be able to perform consistently each essential duty satisfactorily. Other related duties may be assigned.

The Clinician practices respectively and within Foundry Victoria policies, guidelines, and clinical practice documents. The Clinician works collaboratively to coordinate a plan of care within an integrated health service delivery model and interdisciplinary care team that includes primary care; mental health and substance use; outreach; peer support; family and youth engagement and navigation; and other community care services. The Clinician cares for clients and families who are experiencing health challenges such as, but not limited to, mental health and substance use and are adversely affected by the social determinants of health to coordinate a plan of care and support transitions between services. The Clinician uses health management and/or self-care management principles to identify problems, address issues or variances from the plan of care in collaboration with the entire interdisciplinary team and any other health care services involved. The Clinician acts as a resource for the Foundry Victoria integrated team by providing information and support based on theory and practice related to clients with complex health care needs. The Clinician provides direct care activities such as assessing, planning, implementing, evaluating and documenting client care as part of the Integrated Care Team and collaboratively with other Community Care Services. The Clinician establishes, maintains and enhances therapeutic relationships based on respect.

**Qualifications**

The requirements listed below are representative of the knowledge, skill, and/or ability required to perform each essential duty satisfactorily.

Master’s Degree in a behavioural health science (such as counselling, psychology or social work) from a recognized program that includes a clinical supervised practicum and two (2) years’ recent related experience with youth and/or young adults providing care through a holistic mental health, substance use and primary care lens or an equivalent combination of education, training and experience. Helpful to have experience working with families of youth experiencing concurrent disorders.

**Education and/or Experience**

* A Master’s Degree in counseling psychology, social work or related human/social service field and registration in the related accredited body for their profession
* A minimum of two years recent related experience which should include:
* Experience providing counseling high-risk youth and young adults who struggle with mental health and/or substance use issues.
* Understanding of mental health and substance use and current treatment methodologies, intervention strategies, the change process, and community dynamics
* Demonstrated ability to complete screening and comprehensive assessments for mental health, substance use, suicide and high risk behaviours using standardized frameworks and tools.
* Demonstrated ability to use evidence based intervention strategies for youth and families presenting with mental health, substance use and other concerns.
* Solid understanding of human services ethics with regard to confidentiality and appropriate boundaries
* Knowledge of harm reduction and trauma informed practice; knowledge of core Foundry modalities, including Cognitive Behavioural Therapy, Motivational Enhancement Therapy, Solution Focused Brief Therapy and Emotion Focused Family Therapy
* Ability to maintain a calm professional approach in crisis situations
* Demonstrated ability to work constructively and cooperatively in a team setting and as part of multi-disciplinary team and with partner services
* Excellent communication and interpersonal skills; comprehensive knowledge of relevant acts including the Mental Health Act, Infant Act, PIPA, pertinent regulations, policies and procedures and other statutory duties
* Knowledge and experience with case recording practices
* Or an equivalent combination of education, training and experience

**Other Skills and Abilities**

The Concurrent Disorders Counsellor/Clinician must:

* Demonstrate a cultural sensitivity and understanding of the client population’s socio-economic characteristics
* Comprehensive knowledge of other health care disciplines and their role in client care.
* Demonstrated ability in dealing with a variety of situations and responsibilities requiring initiative, creativity and professional judgment.
* Knowledge of the principles and practices of a client and family centered recovery model in mental illness.
* Knowledge and skills to provide care coordination to a select caseload of clients.
* Ability to assess clients at risk and knowledge of appropriate Acts
* Knowledge and experience in providing culturally safe and competent care, specifically pertaining to Indigenous people.
* Knowledge and experience in Trauma Informed Practice, Harm Reduction and Recovery Oriented Care.
* Broad knowledge of crisis intervention and supportive counseling skills.
* Broad knowledge of mental health illness and treatment.
* Broad knowledge of substance abuse and addictions treatment.
* Broad knowledge of other youth facilities and community resources.
* Demonstrated ability to provide care planning, supportive counseling, crisis intervention, and case coordination.
* Demonstrated ability to communicate effectively, both orally and in writing, with clients and their families, colleagues, physicians, and other health care staff, both one-on-one and in groups.
* Demonstrated listening and information seeking skills that promotes communication and lead to a cooperative approach to problem solving within a multidisciplinary setting.
* Demonstrated ability to establish workload priorities.
* Demonstrated ability to adjust schedule to deal with unexpected situations.
* Demonstrated ability to work independently and collaboratively as a member of a multidisciplinary team.
* Demonstrated ability to provide consultation and leadership.
* Demonstrated ability to problem solve and use critical thinking skills.
* Demonstrated ability to deal effectively with conflict situations.
* Physical ability to perform the duties of the position.
* Basic computer literacy to operate a computerized client care information system and word processing, Internet and email software.

Other Job Requirements

* The Clinician must be able to work flexible hours to accommodate walk in hours of the clinic (this may include evening hours).
* The Counsellor will follow the Code of Ethics and the Mission Statement of the Victoria Youth Clinic Society and Foundry.
* Successful applicants will be required to complete a Criminal Records Check.

Diversity

The Victoria Youth Clinic Society welcomes applications from all qualified applicants including but not limited by those of any sex, race, orientation, or disability. Multilingual skills and multicultural competence are assets.

Compensation

Competitive salary and benefit package.

Please send cover letter and CV to Barbara Thompson, Executive Director of the Victoria Youth Clinic ([bthompson@foundryvictoria.ca](mailto:bthompson@foundryvictoria.ca)) by July 5, 2019.

Selected applicants will be informed of interviews by July 9, 2019. The position is to be filled as soon as reasonably possible.