



Internal/External Job Posting

Job Title: Youth, and Family Counsellor-Justice Support

Grid level 14 Paraprofessional BCGEU standard wage grid reporting to the Manager of Counselling Services or delegate.

Hours: Regular Full-time position (35 hours/week)

Wage: \$37.55-\$47.46

Anticipated start date: January 15th, 2024

The initial 3-month period is a probationary period.

Posting date: November 27th, 2023

Closing Date: December 15th, 2023

Please submit resume, cover letter by email to jleggett@pcfsa.org
This position is open to all applicants and requires Union membership.



JOB DESCRIPTION

Youth and Family Counsellor –Justice Support

Grid level 14 Paraprofessional

The Youth and Family Counsellor- Justice Support works with youth at risk for exploitation and entrenchment, as well as their families, by providing short-term individual, family, parenting sessions using a variety of therapeutic and counselling techniques and evidence-based strategies as well as case management and client advocacy. The Youth and Family Counsellor works in tandem with the Community Policing Department of the West Shore RCMP to provide trauma-informed policing support for youth.

Key Responsibilities and Duties:

- Conduct intake and assessment with children, youth and/or their families and develops individualized support plans.
- Provide 1:1 individual counselling for children and youth including outreach/community counselling in the West Shore as needed.
- Offer parenting support, family counselling and mediation to re-stabilize family situations.
- Engage in crisis intervention and support for children, youth and parents in conflict.
- Works with the Community Policing Department of the West Shore RCMP to provide trauma-informed policing support for youth.
- Support and advocate for youth victims throughout the reporting process, providing ongoing support where necessary or facilitating connection to Victim Services or other supports.
- Connect with youth who are vulnerable to exploitation or entrenchment in a high-risk lifestyle who have had contact with the justice system and connect them with appropriate resources
- Maintain a strong working relationship with the community and other professionals, including MCFD victim services and probation.
- Liaise with MCFD, police, Safer Schools and School District to provide care and support informed responses for vulnerable youth.
- Participate in local youth and community events as well as activities supporting development of West Shore youth focused services, as appropriate.
- Maintains accurate hardcopy and electronic records according to agency policy and best practices standards.

Required Qualifications:

- A bachelor's degree in social work, Child and Youth Care or related field.
- Two years' experience working with children, youth and families, or an equivalent combination of training and experience.
- First Aid certification and a Class 5 Driver's License.

Knowledge, Skills, and Abilities:

- Excellent interpersonal and communication skills and knowledge of evidence-based counselling techniques and counselling modalities.
- Demonstrates therapeutic competence and the ability to provide client-focused, trauma informed and culturally safe care.
- Strong working knowledge of issues children, youth and families face such as abuse, trauma, suicidal ideation, mental health struggles and addictions.
- Demonstrates appropriate boundaries, ethical decision making and maintains a helping role to meet the needs of the children, youth, and families we serve.
- Ability to work independently and as part of a collaborative team.

General Expectations:

The Youth and Family Counsellor will:

- seek to obtain and maintain professional registration and/or licensing with appropriate professional entities, where appropriate and available.
- be responsible for their professional proficiency by keeping up-to-date on relevant clinical and social developments, potentially affecting practice.
- become familiar with and abide by all relevant policies and best practice standards of PCFSA, as well as to contribute to appropriate organizational developmental activities and practices
- consult regularly with their supervisor regarding clinical, case and program matters.

Conditions of Employment:

- This position is 35 hours per week. Schedule to be negotiated with the supervisor, and will include some evening and weekend work, according to program needs.
- Requires use of employee's own vehicle during employment to transport clients for outreach appointments. Must maintain a valid class 5 driver's license and adequate insurance coverage of at least (\$3,000,000) is required. Mileage will be reimbursed as per the Collective Agreement.
- Requires remote work, outreach work in community and in office work at our Langford, Colwood and Sooke offices as well as from the West Shore RCMP Detachment.
- Requires a recent vulnerable sector criminal record check prior to commencement of employment as well as an Enhanced Security Clearance to work with the RCMP
- The first three months of employment will constitute a probationary period, after which a performance appraisal will be conducted to determine suitability for further employment.
- This is a union position (BCGEU).

Additional Information:

This position involves work in stressful circumstances, dealing with youth and families in crisis. The ability to function independently and under pressure, including managing emergencies, is an ongoing expectation of this position.

