



Position:	YJCST Counsellor	Reports to:	Clinical Supervisor / Manager
Location:	Sault Ste. Marie	Status:	Permanent, Full-Time
Hours:	35 hours weekly	Reference #:	CCS-0721-02
Posting Date:	July 16, 2021	Closing Date:	July 23, 2021

POSITION SUMMARY

Counsellors work with children, youth and adults twelve years of age and older who become involved with the youth justice system. The focus of the service is on treating the issues that led to involvement with the youth justice system, reducing recidivism, completing maintenance plans and addressing mental health concerns. Individual counselling, parent/caregiver counselling, family counselling and psychoeducational group programs may be provided as well as psychological assessments and psychiatric consultations. Counsellors on the Community Support Team (CST) work in partnership with Probation Officers with most clients and may have involvement as well with school personnel, Ontario Works and Housing and with other community service providers as needed. CST services are provided in Sault Ste. Marie and throughout the district of Algoma.

Counsellors use a collaborative, strength-based, solution-focused and client & family-centered approach within a context of anti-oppressive practice.

MINIMUM EDUCATION / REGISTRATION:

- Master Social Work or MA Counselling preferred
- Bachelor of Social Work or BA with registration required
- Current registration and in good standing with regulated professional college (RSW, RP) is required.

MINIMUM EXPERIENCE:

- Two years' clinical experience working with youth in conflict with the law and their families preferred.
- Equivalent combinations of training and experience may be considered.

QUALIFICATIONS:

- Thorough knowledge of clinical assessment and treatment strategies for addressing mental health and addictions issues, including adolescent sexual offending behaviours, presented by youth in conflict with the law. Proven ability to develop and apply evidence-informed treatment:
 - a. Cognitive-based therapies that are solution-focused and strengths-based
 - b. Crisis intervention counseling and supports
 - c. Psychoeducational and/or psychotherapeutic groups
 - d. A wide variety of current therapeutic approaches with mental health and addictions issues.
- Thorough knowledge of current child and adolescent biopsychosocial development and family systems theories, including contributing determinants that place youth at-risk of becoming in conflict with the law.
- Demonstrated knowledge of, and ability to, identify concurrent criminogenic factors for at-risk youth and youth in conflict with the law.
- Demonstrated awareness of psychological and psychiatric needs of youth in conflict with the law.
- Substantiated ability to develop clinical treatment intervention plans for youth in conflict with the law.
- Proven ability to provide evidence-informed clinical treatment services and work in a goal-oriented way

with youth in conflict with the law, their families and community collaterals in a variety of settings, i.e., community settings, office, detention center.

- Thorough working knowledge of community resources and an ability to work collaboratively with probation officer, police officers, court workers, and other key resource personnel.
- Knowledge of:
 - a. Thorough knowledge of the Youth Criminal Justice service system and youth sentencing options.
 - b. Relevant legislation such as Youth Criminal Justice Act including extra-judicial measures, the Ontario Mental Health Act, The Child, Youth and Family Services Act, Personal Health Information Privacy Act especially as it relates to youth in conflict with the law, and other current relevant legislation.
- Demonstrated high level of maturity and interpersonal skills that contribute to quickly establishing rapport and developing strong relationships with adolescents.
- Ability to establish and maintain professional relationships with members of an interdisciplinary team and with collateral service providers.
- Proficiency with:
 - a. Computer software applications such as Microsoft Outlook, Word, Excel, and PowerPoint, and computer information management systems.
- Possession of a valid Ontario Driver's License, use of a personal vehicle, and ability to travel within the District of Algoma.
- Availability to work flexible hours including evenings and occasional weekends.
- Ability to provide services in both official languages (English/French) is an asset.

DUTIES AND RESPONSIBILITIES:

1. Maintain the confidentiality of our clients and client information at all times as per agency policies and procedures.
2. Together with the youth, family and primary community case manager, develop, coordinate and operationalize evidence-informed integrated clinical treatment plans with youth referred to the YJCST. Clinical treatment plans will address individual, family, and systemic mental health, addictions, and socioeconomic needs for at-risk youth and youth in conflict with the law.
3. Ensure the treatment plan is supported in a timely and efficient manner by monitoring clinical progress using appropriate tools and measures to assess successful implementation and completion of interventions, while identifying emerging client needs and adjusting treatment plans to fit. Discharge and follow-up procedures will be included in the treatment plan and will follow established policies and procedures.
4. Perform clinical assessments for mental health issues using measures and instruments as guided by legislation and evidence-informed practice as appropriate for youth in conflict with the law, and under clinical supervision as determined by the Clinical Manager.
5. Prepare initial assessment presentation and quarterly report documents for presentation at team and individual supervision meetings.
6. Develop and provide structured skills training activities that align with each individual clinical treatment plan for youth receiving CST programming.
7. Provide evidence-informed individual, family and group clinical interventions in a variety of appropriate and safe settings in Sault Ste. Marie and across Algoma District. This position is expected to travel across the district to provide YJCST services for referred youth.
8. Work closely with YJCST and AFS clinical staff to ensure that client information is shared appropriately within PHIPA and YJCA legislated standards.

9. Participate in Single Therapy Sessions and Walk in Counselling Services as time and caseload permits.
10. Develop and maintain a thorough knowledge of community resources across the district and facilitate access to pathways to existing services for youth and their families to receive psychoeducational and support services.
11. Attend community case conferences for individual clients and liaise with the broader community team of service providers to facilitate strong inter-agency linkages.
12. Ensure that client information is ethically and appropriately shared in such a way that the case plan is coordinated and supported in a timely and efficient manner.
13. Complete all clinical, administrative and statistical documentation/data entry requirements accurately and in a timely manner as per AFS policies and procedures.
14. Participate in regular individual and team clinical supervision meetings, peer consultation processes, quality assurance processes, team meetings, and all-staff meetings.
15. Implement the policies and procedures developed by AFS to ensure a safe and secure treatment environment.
16. Work cooperatively within the interdisciplinary Community Services Team and within the broader interdisciplinary agency.
17. Maintain accurate documentation of services provided to clients according to program and agency policies and procedures.
18. Participate in agency professional development activities.
19. Take initiative to develop a personal professional development plan.
20. Assume other responsibilities as assigned from time-to-time by the Supervisor or Manager.

PLEASE SEND YOUR COVER LETTER AND RESUME QUOTING FILE CCS-0721-01 TO HUMAN RESOURCES at: hr@algomafamilyservices.org

Algoma Family Services (AFS) is dedicated to building a workforce that reflects the diversity of the community in which we live and serve. AFS encourages applications from all qualified individuals. Applicants that may require accommodation during the selection process are encouraged to notify HR when contacted for an interview.

This position falls within the bargaining unit represented by OPSEU.