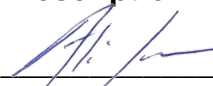
	<b>Job Description #</b>	<b>9800</b>
	<b>JD</b>	
	<b>COUNSELLOR, ANTI-HUMAN TRAFFICKING OUTREACH WORKER</b>	
	<b>Date Issued:</b>	<b>January 26, 2021</b>
	<b>Date Revised:</b>	<b>January 29, 2026</b>
<b><u>JOB DESCRIPTION</u></b>  <b>Counsellor, Anti-Human Trafficking Outreach Worker</b>		<b>Job Description Approval</b>  <b>Chief Executive Officer</b>

**POSITION TITLE:** Counsellor, Anti-Human Trafficking Outreach Worker

**REPORTING TO:** Clinical Manager

**WORKTYPE:** In-person

**JOB SUMMARY:**

Using a strength-based, solution-focused, anti-oppressive approach the Counsellor/Outreach Worker will engage with the community and service providers in the development of an Anti-Human Trafficking programs that targets children and youth. The Counsellor/Outreach Workers will work collaboratively with community partners to safely address the concerns of human trafficking. The incumbent(s) will focus on prevention, community development, early intervention, outreach, counselling and coordinating of services and supports. Engagement with victim, survivors, and vulnerable children, youth and caregivers will be critical to the success of this role.

The successful candidate will understand that this is not an 8:30am – 4:30pm role. Evening and weekend availability may be required to support our clients. Availability after 4:30pm on weekdays and during weekends may be required in order to meet the needs of our clients.

**QUALIFICATIONS:**

- Highly developed skills in working with people that are identified as vulnerable.
- Skilled in working with community partners.
- Familiar with the Trafficking Stages of Change Model.
- Flexible, outgoing with high emotional intelligence and a develop self-care practice.
- Demonstrated cultural competence for diverse populations including LGBTQ2+ and Indigenous Communities.

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- Knowledge, understanding and respect of Indigenous culture, traditions and teachings to provide culturally competent services
  - Experience in addictions and harm reduction strategies.
  - Skill in evidence-informed clinical interventions for children, youth and families (e.g. CBT, DBT, Emotion Focused FT, Solution Focused and Brief Narrative Therapy)
  - Ability to work effectively with children, youth and families in a therapeutic, goal-oriented, strength based way
  - Trained in Trauma Informed Practice and the delivery of wrap around services
  - Thorough knowledge of child, youth and family development (psychological, emotional, physical, social).
  - High level of maturity and interpersonal skills, as well as demonstrated leadership qualities with competence in making and implementing decisions.
  - Ability to work cooperatively and negotiate effectively within an interdisciplinary team, across the agency, with collateral agencies/professionals including the medical community at both a front-line and systems level.
  - Thorough knowledge of mental health and addictions resources.
  - Ability to write clear, concise reports.
  - Applied Suicide Intervention Skills Training (ASIST) and Crisis Intervention and Prevention (CPI) Training is an asset.
  - Proficiency with computers and software applications such as Microsoft Word, Microsoft Office, Excel, Access, and data MIS.
  - Possession of a valid Ontario Driver's, License ability to travel within the district of Algoma and use of a personal vehicle.
  - Availability to work flexible hours including evenings, occasional weekends and on call.
  - Ability to provide services in both official languages (English/French) is an asset.
  - Must provide a clean Criminal Records Check.
  - Fully immunized.

**MINIMUM EDUCATION / REGISTRATION:**

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

**MINIMUM EXPERIENCE:**

- Two years' experience forming therapeutic relationship with children, youth or families.
- Experience in the Anti-Human Trafficking, Violence Against Women services and/or residential youth services is preferred.
- Lived experience as a survivor is an asset.

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- Demonstrated experience in community development and working with community partners.
  - Equivalent combinations of training and experience may be considered.

**DUTIES AND RESPONSIBILITIES:**

1. To maintain and secure confidential client information in the execution of professional responsibilities in a manner that is consistent with required legislation, and AFS policies and procedures.
2. To possess a working knowledge of required legislation governing practice, specifically the Psychotherapy Act; also to fulfill the professional "Duty to Report" any suspected child abuse as required under the Child, Youth and Family Services Act.
3. To develop working relationships with formal and informal community partners.
4. To actively reach out to vulnerable children and youth in the community and to engage with them in their chosen location (home, community, office), preferred way (telephone, texting, video and/or in-person) and time they are accessible (flexible hours).
5. To actively provide outreach services and to respond to community needs-highly flexible and able to prioritize and pivot as needed.
6. To participate in prevention and community awareness strategies.
7. To develop and maintain a service plan with the child/youth and family, in collaboration with service providers and the community, as appropriate.
8. Provide individual, family and group services where applicable.
9. To provide referrals and appropriate transitional support to other services and programs within AFS or in the community as required on a case by case basis.
10. To demonstrate a thorough working knowledge of community resources, especially in the area of child, youth, and family services, including family violence, health and medical services, and a willingness to liaise with local service providers and other key resources.
11. To accurately and promptly maintain client file documentation according to agency policy and procedure and to prepare and distribute documentation for case review or complex case discussion by an internal and/or interagency team if certain prescribed conditions exist and as appropriate.

**DUTIES AND RESPONSIBILITIES: OTHER**

1. To participate in annual service planning as appropriate, also in program evaluation in accordance with established policies and procedures.
2. To assist in the development of community mental health through active participation and leadership in establishing and supporting community networks, self-help groups,

- community planning, etc.
- 3. To interpret the AFS services system to clients, collateral agency representatives, and the community at large.
- 4. To take initiative for professional development on a personal and team level.
- 5. To assume other responsibilities as assigned by the Clinical Manager.

## **FUNCTIONAL ABILITIES**

- **Physical Demands:**

- The job entails lifting (up to 50 lbs) and moving objects, reaching, bending, and kneeling.
- Perform repetitive tasks such as data entry.
- Some outdoor work in various weather conditions, including extreme heat, cold, and precipitation.
- Handle and operate equipment and tools related to program activities such as cooking and crafts.
- Potential to exert self physically in the management of acting out clients if required.

- **Mental Demands:**

- Exposure to acting out behavior by clients, including verbal and physical threats.
- Requires periods of focused concentration to ensure tasks are completed accurately and efficiently.
- Ability to manage multiple tasks and prioritize work effectively.
- Maintain attention to detail while performing tasks.

- **Exposure to Hazardous Materials:**

- Exposure to potential hazardous materials, including cleaning chemicals and biohazards.
- Follow safety protocols and use personal protective equipment (PPE) when handling hazardous materials.
- Ensure compliance with safety regulations and guidelines to minimize risk.

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**Acknowledgement**

I have read and understood the responsibilities and requirements of the Counsellor, Anti-Human Trafficking Outreach Worker position.

Employee Name: \_\_\_\_\_

Employee Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Supervisor Name: \_\_\_\_\_

Supervisor Signature: \_\_\_\_\_

Date: \_\_\_\_\_