



INTERNAL/EXTERNAL POSTING

MENTAL HEALTH & ADDICTIONS COUNSELLOR, YOUTH WELLNESS HUB ONE (1) PERMANENT FULL-TIME POSITION (35 HOURS/WEEK)

LOCATION: Temporarily located at Maryvale, 3640 Wells Street, Windsor.

The Youth Wellness Hub is expected to be relocated to a new permanent location to be confirmed in 2022.

Youth Wellness Hubs Ontario is opening a multi-service hub for youth aged 12-25 in Windsor-Essex. CMHA-WECB is proud to support the Hub in joint leadership with HDGH, Maryvale, The Bridge, WECHC and United Way, and in collaboration with over 20 partner organizations. Supports and services provided at the Windsor-Essex Youth Wellness Hub (YWH) include, but are not limited to, mental health, substance use/addictions, primary care, employment/training, housing, skills and well-being activities, and other community and social services.

Under the direction of the Operations Manager-YWH, working within the context of a multidisciplinary team, the clinician will provide therapeutic interventions and addiction/harm reduction supports to youth, based on evidenced-based practices. Using a client-centred approach, the MHA Counsellor will conduct mental health assessments and provide therapeutic supports and/or interventions to youth. They will provide timely, responsive, evidence-based treatment and clinical supports in one-on-one and group settings. These supports include but not limited to: solution-focused narrative therapy, cognitive-behavioural therapy, dialectical behaviour therapy, and motivational interviewing to youth who are dealing with addictions and mental health needs. This can include a whole spectrum of supports and services from referrals with the hub, to external providers, and involve direct support and treatment from harm reduction to withdrawal support and relapse prevention services.

The MHA Counsellor will support and assist in creating a safe and accepting environment for youth with a special emphasis on the 2SLGBTQ+, Indigenous youth and other marginalized community youth.

Applicants with the ability to speak in other languages, including French, at the working proficiency or greater level are encouraged to apply and identify their spoken languages in their application. The Youth Wellness Hub will be open youth-friendly hours therefore this position will regularly work evening hours.

Responsibilities and Duties:

- Screen and assess youth need for supports and services, perform risk assessments, explore immediate therapeutic supports and/or interventions as needed
- Provides structured clinical counselling in one-on-one and group settings using a range of modalities including: Cognitive Behavioural Therapy, Dialectic Behavioural Therapy, Motivational Interviewing, etc.
- In collaboration with the client, develop, implement, evaluate, revise, and maintain care plans according to the individual's needs, preferences, and progress towards their identified goals.
- Provide timely, responsive, evidence-based treatment and clinical supports to youth and family members who are experiencing withdrawal.
- With the agreement of the client, assist families or other support persons to develop strategies that will help them support the person and cope with their mental health issues and/or addictions.
- Work with other YWH staff to help identify when youth may require supports – either in terms of mental health or substance use
- Help provide education and capacity to all YWH staff re: harm reduction and mental health
- Participate in Program planning, implementation, and evaluations
- Collaborate with YWH community partners and maintain professional boundaries with others in circle of care
- Provide referrals/make linkages to culturally appropriate services/supports as needed
- Create a welcoming, culturally safe and secure environment that includes meeting youth where they are at in terms of treatment and interventions
- Document and maintain electronic youth client records (intake and assessment forms, progress notes, correspondences, client files, etc.)

Community wellbeing is our sole focus.

- Participate in meetings, professional development opportunities, training events, committees, etc. as required or approved.
- Will provide mental health and addictions services at various locations within Windsor and Essex County (i.e. Leamington) as required.
- Facilitating and developing therapeutic groups for virtual and in-person services for youth and families

Education and Skills:

- Requires the knowledge and skills acquired through the completion of a Master of Social Work degree (M.S.W) from an accredited university, with current registration and in good standing with the Ontario College of Social Workers and Social Services Workers; or
 - A minimum of a Master's degree in a relevant discipline accepted by the employer such as Counselling or Psychology with certification by the College of registered psychotherapists of Ontario
- Specific training in Cognitive Behavioural Therapy (CBT) is required.
- Addictions, Trauma and Dialectic Behavioural Therapy or other treatment modalities such as certification in grief is considered an asset for this position.
- Three (3) years of experience providing therapy primarily using Cognitive Behavioural Therapy (CBT) to individuals with addictions and mental illness. Specific experience working with youth ages (12-25) and those in crisis is preferred.
- Experience with and detailed knowledge of mental illness and addictions including harm reduction
- Experience working with people of colour, First Nations, Métis and Inuit and 2SLGBTQ+ peoples; and knowledge and understanding of Indigenous peoples, culture and healing practices are assets
- Experience with development and facilitation of individual and group treatment programs, program development, implementation, monitoring and evaluation
- Excellent assessment and crisis management skills, decision-making and problem-solving skills
- Up to date knowledge of relevant mental health policy and legislation including the Mental Health Act
- Highly effective oral, written, and interpersonal communication skills and conflict resolution skills
- Ability to establish trusting relationships with youth while maintaining appropriate professional boundaries
- Ability to act as an advocate for clients in accessing and maintaining support services. Advocacy may include but is not limited to: writing letters of support, phone calls, case conferences, attending meetings
- Knowledge of community resources for youth and families is an asset
- Valid Ontario Driver's License and own means of transportation are required.
- Bilingualism in both official languages at the advanced level is an asset for all agency positions.
- **Full vaccination status is required in accordance with the agency's COVID-19 Vaccination policy. Providing proof of full vaccination status will be a condition of employment.**

Hours of Work:

Thirty-Five (35) hour work week. The regular hours of operation at the Youth Wellness Hub are expected to be 9:00 AM – 7:00 PM, Monday to Saturday. Flexible hours are required to meet service needs. Shift premiums will be paid in accordance with Article 17.09.

Salary range: Grade 9, \$34.79 - \$41.20 per hour (Initial JJE Rating)
Per 2018-2022 Collective Agreement

Please forward your cover letter and resume clearly stating how your skills and experience meet the position requirements, quoting posting reference **CMHA #02-2022 by 4:30pm, Tuesday, January 18, 2022** to careers@cmha-wecb.on.ca.

This position is posted per Article 15 of the Collective Agreement.

CMHA strives to establish and maintain an inclusive workplace and believes that the diversity of our workforce is an invaluable asset. We are committed to following recruitment and selection practices that ensure all candidates are given a fair opportunity for employment with CMHA.