



JOB POSTING

Title: **Lead Counsellor**
Location: Oakville, Halton-area
Terms: Full time, 35 hours per week

Summary

Serves as the day-to-day lead of a group of 2 or more full-time/permanent and/or contract counsellors who, bringing an intersectional feminist, anti-racist, anti-oppression perspective, provide trauma-informed non-clinical individual and group counselling and crisis intervention services to female-identified, male-identified and transgender survivors (12+) who are at risk of, or have experienced, childhood sexual abuse, sexual violence and/or relationship violence, and their support persons.

Major Responsibilities

Delivery of Service

Provide day-to-day coordination/supervision of the counselling team, including

- Scheduling counsellors
- Assigning/ coordinating counsellor caseloads
- Monitoring and managing/prioritizing the client waitlist
- Onboarding and training of new counsellors
- Maintaining and improving practice guidelines and procedures for the counselling department
- Providing insight, guidance, and advice to the counselling team regarding resolution of more complex/ sensitive/escalated counselling and advocacy matters and referring issues outside of standard practice to the Executive Director as necessary
- Support people management of the counselling team by the Executive Director

As a working counsellor, provide individual/group counselling and crisis intervention services to survivors of sexual abuse, sexual assault and/or relationship violence.

- Providing 1-hour counselling sessions

- Providing group counselling and/or crisis counselling at off-site locations within Halton (e.g., Acton, Georgetown, Milton, Burlington) upon request
- Providing information, resources and referrals to survivors
- Providing advocacy for survivors of violence regarding social housing, police reporting, and other relevant social service systems
- Assisting in the preparation of criminal injury compensation applications, victim impact statements, and complaints to regulatory colleges
- Providing or coordinating accompaniments as requested by survivors in accessing, attending, and/or navigating relevant healthcare, social service and/or criminal or social justice services/systems

Relationships and Engagement with the Community

- Establish and maintain collaborative working relationships with relevant community stakeholders/agencies
- Serve as a key SAVIS representative on select community committees
- Participate in, and coordinate counselling team contribution to, SAVIS events and fundraising initiatives
- Assist with the creation of new marketing and outreach materials for the counselling department

Reporting

- Ensure maintenance of client anonymity and confidentiality as per SAVIS practices and procedures
- Ensure that statistical information is accurately recorded by the counselling team
- Ensure that statistics and written reports are prepared and submitted monthly and/or as required by funding organizations

Qualifications

Specialized Skills and Knowledge

Professional body of knowledge with

- A strong understanding of and expertise in non-directive, non-clinical, trauma-informed, client-centered counselling
- Expertise in both individual and group counselling
- Expertise in crisis line support and interaction

Demonstrated experience and specialized knowledge/understanding relating to:

- Working with survivors of trafficking, sexual assault, or other crimes of trauma
- Providing crisis response and de-escalation responses to survivors of sexual assault or survivors of violence

- Working from a gender-based violence framework with foundational knowledge of the principles of feminist-based counselling, and from an anti-racist, anti-oppression perspective
- Addressing trauma, mental health, and substance abuse issues
- Navigating relevant healthcare, social service, housing, and/or criminal or other justice services/ systems, preferably within Halton Region

Transferable/ Enabling Skills, Knowledge and Abilities

Skills and attributes related to

- Day-to-day supervision and coordination
- Planning and organizing own and other's work
- Strong communication skills based on deep listening
- Effective interpersonal relationships
- Protection of client confidentiality
- Initiative to work independently, or to support other team members as necessary, with minimum supervision
- Ability to work with a highly diverse community of clients and stakeholders
- Ability and passion for advocating on behalf of clients
- Collaboration and teamwork
- Adaptability and flexibility
- Ability to prioritize and handle multiple/conflicting demands
- Critical thinking
- Reliability
- Fluency in French or any other language as an asset in serving a diverse community

Experience and Credentials

Typical educational attainment/ training

- Bachelor's degree in Social Work, Counselling, Psychology, Trauma Therapy or related undergraduate discipline such as women's studies, and/or
- Completion of a community advocate diploma program with certification/licensing/registration as a social service worker, peer support specialist, or equivalent

Progressive experience as follows: 1-3 years in a supervisory, or lead, role, combined with 3-5 years frontline counselling work, using a trauma-informed, person-first framework. 1-2 years' work or volunteer experience in a social justice-based agency considered an asset

**To apply: resume & covering letter to sparsley@osborne-group.com
Please be sure to indicate "SAVIS – Counselling Lead" in the Subject Line of your email. Applications are due by March 12, 2021.**