



<b>Job Description – Orca Lelum</b>	
<b>Job Title</b>	Clinical Counsellor
<b>Wage Rate/ Range</b>	Min: 41.04 Max: 53.80
<b>Location</b>	Lantzville
<b>Reporting to</b>	Program Manager
<b>Date Created</b>	February 1, 2024
<b>Date Reviewed &amp; Approved</b>	February 29, 2024

### About the Company:

Orca Lelum is committed to fostering a safe and nurturing environment rooted in Indigenous ways of being. Dedicated to the well-being of youth, we empower individuals aged 12 to 18 to reclaim their strength, resilience, and cultural identity. Guided by the principle of Nutsamaat Shqwaluwun – people working together with one heart and one mind, our holistic programs prioritize substance use recovery, wellness and trauma healing. We offer medically supervised withdrawal management and residential treatment in a 10-week program, aiming to instill a sense of purpose and connection that extends beyond treatment.

### What’s in it for you?

Join us at Orca Lelum, where you not only contribute to a thriving organization but also become part of a community driven by cultural values and a shared commitment to making a positive impact. Experience the fulfillment of working in a First Nations-led environment that values your well-being and growth. Additionally, you get:

- A four-day work week for permanent part time and full-time employees;
- A four – on, four –off schedule for medical staff
- An excellent benefits and pension program for eligible employees;
- Paid vacation days and wellness days for eligible employees; and
- Comprehensive training and professional development provided.

### Job Summary:

As a clinical counsellor, you will play a crucial role in providing therapeutic support to youth, facilitating individual and group sessions, and implementing intervention programs. This position requires strong clinical skills, the ability to assess and address a variety of problems, and the commitment to making a positive impact on the well-being of youth. Having a strong background in counseling, a deep understanding of youths’ mental health issues, and the ability to work collaboratively within a multidisciplinary team is essential for this role.



## Job Duties and Responsibilities:

1. Client Assessment:
  - a. Conduct interviews to gather case histories and assess youths' needs and concerns.
  - b. Evaluate youths' emotional, psychological, and behavioral challenges.
  - c. Provides clinical assessments and screenings to determine the best therapeutic modality to address the youth's clinical needs
  - d. Support staff and clients with assessments as needed upon discovery of the presence of suicide risk and mental health related issues.
  - e. Develop and implement individualized wellness plans based on assessments.
2. Counseling and Intervention:
  - a. Develop and implement counseling and intervention programs to assist youth in setting and achieving their goals.
  - b. Provide culturally sensitive individual and group counselling sessions for youth on a need basis.
  - c. Provide immediate crisis intervention and support to youth in times of emotional distress.
  - d. Mediate and facilitate group sessions using a trauma informed approach to address collective trauma and other topics regarding addiction recovery.
  - e. Ensure all youth in care have a wellness plan that maximizes rehabilitation and utilizes relevant community supports that are developed in partnership and coordinated with the youth and caregiver/family.
3. Collaboration:
  - a. Work closely with other clinicians, medical staff, and wellness staff to create integrated treatment and wellness plans.
  - b. Collaborate with Indigenous Elders and knowledge keepers to incorporate traditional healing methods into counseling sessions.
  - c. Collaborate with community agencies and partners to identify additional or alternative services.
  - d. Provide referrals to external resources based on youths' needs.
4. Program Evaluation:
  - a. Evaluate the effectiveness of counseling programs and interventions.



- b. Monitor youths' progress in resolving identified problems and achieving defined objectives.
5. Discharge, Follow-Up and Reporting:
  - a. Participating in discharge planning and follow up;
  - b. Develop and implement wellness plans to ensure a smooth reintegration of youth into their families and communities.
  - c. Follow up on the results of counseling programs and youths' adjustments.
6. Facilitate Sessions:
  - a. Conduct monthly training sessions for front- line staff, sharing insights, and best practices in youth mental health, addiction recovery, and cultural competence.
  - b. Foster a collaborative and informed team environment by promoting continuous learning and skill development among staff members.
7. Pre- opening duties:
  - a. Actively participate in advisory discussions to contribute insights and suggestions for program development.
  - b. Be an integral part of the advisory table, offering valuable perspectives on organizational initiatives.
  - c. Assist the program and wellness manager with building and writing the 10- week program.
  - d. Prepare program related policies and documents as directed by the program manager.
8. Perform other job related duties as assigned.

### Qualifications & Requirements:

- Master's degree in Counseling, Social Work, or a related field.
- Or a combination of work experience (minimum 2 years in related counselling experience of First Nations client's in a substance misuse/mental health capacity.
- Registered clinical counsellor preferred.
- Experience working with Indigenous youth in a mental health or addiction treatment setting is an asset.
- Valid Class 5 BC Driver's License
- Valid First Aid Certificate
- Must consent to a criminal record check.



- Good working knowledge of Coast Salish customs and culture is an asset.

### Skills & Attributes:

- Strong organizational and multitasking skills.
- Excellent verbal and written communication skills.
- Proficient in Microsoft Office Suite and other office management software.
- Ability to handle various responsibilities simultaneously in a fast-paced environment.
- Ability to integrate wellness and fitness program initiatives into the culture of the organization.
- Ability to present self as a forward thinker, empathetic, motivated, creative, organized and a relationship builder.
- Positive and professional demeanor.
- Critical thinking skills and presentation skills.

### How to Apply?

Interested candidates, please send a copy of your cover letter and resume to [ndsouza@orcaelum.ca](mailto:ndsouza@orcaelum.ca)

We look forward to reviewing your applications and discovering the unique skills and experiences you can bring to our team. Join us in making a positive impact at Orca Lelum!

**\*Note:**

*The hours of work, including days off, may be subject to change consistent with the operational requirements.*

Qualified First Nations candidates will be given preference in accordance with the BC Human Rights Code section 42.