



Permanent, Relief

Relief Addiction Counsellor

House of Friendship – Addiction Services (Residential Treatment)

At House of Friendship we believe in what we are doing. We get out of bed each day to make a difference in our community; to walk with and to serve. We are not happy with the status quo. We get energy from ongoing learning and growth. We lead with passion and believe without a doubt that everyone deserves to belong and thrive. We live and breathe our values of Compassion, Inclusion, Justice, Dignity and Hope. And we have fun!

Sounds pretty great doesn't it? It is!

We are hiring for multiple casual relief positions. We are looking for energetic people who are committed to strength-based, person focused care to join our team as Addiction Counsellors. These individuals will work as part of the Addictions Services staff treatment team, providing both group and individual addiction counselling as well as case management to program participants. Opportunities to work within other Addiction Services programs may arise.

**** This is a permanent, casual, relief position.
Requirement to work at minimum 3 shifts per month.
Shifts will be daytime hours, Sunday to Saturday. ****

Key Responsibilities:

- Substance use assessments and program screening, intake, completion, discharge and referral
- Develop treatment plan collaboratively with participant, monitor and evaluate participant progress
- Individual and group counselling using an eclectic therapeutic approach
- Case management
- Establish strong, therapeutic rapport and maintain appropriate professional relationships
- Participate in daily operations of the office
- Develop and Implement evidence based programming
- Work collaboratively with internal and external partners
- Complete documentation and data entry in line with agency and legislative requirements
- Maintain confidentiality in compliance with Personal Health Information Protection Act (PHIPA)
- Participation and involvement in other programs, Addiction Services and broader agency activities
- Participate in clinical supervision and case consultation
- Assess complex situations and make appropriate decisions independently and as part of a team

Skills & Experience:

- Bachelor level, University Degree in Counselling, Social Work or a related field
- Professional registration, in good standing, as either a Social Worker with the Ontario College of Social Workers and Social Service Workers (OCSWSSW) or a Psychotherapist (including qualifying with the College of Registered Psychotherapists of Ontario (CRPO))

- Minimum 1 year experience in an addiction and/or counselling setting
- Previous experience in a residential treatment/residential setting is desirable
- Demonstrated ability to establish strong, therapeutic rapport
- Excellent interpersonal and communication skills required
- Knowledge of substances, problematic substance use, recovery issues and evidence informed practices and clinical treatment modalities
- Sensitivity to and knowledge of issues relating to and impacting on all genders
- Commitment to stage matched, strengths based, person-centred quality psychotherapy services
- Knowledge of community resources and provincial addiction treatment services
- Experience working within a non-profit and/or social services environment preferred
- Participate in training and supporting Addiction Services students, volunteers and new employees as required
- Commitment to ongoing professional development and training
- Strong interest in working with people in need of support
- Experience and skills providing individual and group counselling
- Commitment to strengths based quality services
- Current standard first aid certificate or willingness to obtain at hiring
- Commitment to understand and uphold the mission and values of House of Friendship is expected
- Exemplary emotional intelligence, resilience, communication, conflict management and problem solving skills required
- Ability to assess complex situations; make appropriate decisions independently & as part of a team
- Ability to work professionally as a team member with staff, participants and community members
- Ability to work effectively with people from various abilities, life situations and cultural backgrounds
- Experience or strong interest in working with diverse populations including people from various cultural backgrounds, income levels and sensitivity to their needs
- Experience with and commitment to using an anti-racism, anti-oppressive and trauma informed approach to consultation, program design, evaluations of processes and service delivery
- Must be dependable, professional, flexible, a team player and have a positive attitude
- Respectful, supportive and engaging approach to persons with physical and/or cognitive disabilities, addictions, mental illness and other life challenges
- Excellent project, timeline and deadline management skills including skills in logistics, planning and detailed record keeping

Rate of Pay:

At House of Friendship all compensation ranges are categorized under a series of “grades” and we base our payment structure on internal equity. When determining rate of pay, a candidate’s past related experience will be taken into consideration along with where others with similar experience are currently on the pay grid.

Note: Most new team members will start somewhere between the start rate and the mid-point of the range.



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Grade: 5
Min: \$26.50
Mid: \$30.41
Max: \$34.32

Working Conditions:

- Casual/relief shifts, daytime hours, Sunday to Saturday
- Requirement to work 3 shifts per month at minimum
- Required to work intensively with program participants in emotionally charged situations
- Required to assess situations and make decisions under pressure with minimal supervision or working alone
- Flexibility is required to meet with/support program
- Encountering participants at program sites who may be under the influence of alcohol and other drugs and/or experiencing symptoms of mental illness can be expected

COVID-19 Vaccination Policy:

To maintain the safety of staff and participants, House of Friendship has implemented a COVID-19 Vaccination Policy. All Staff hired after October 19, 2021 are required to provide proof of being Fully Vaccinated against COVID-19 as a pre-condition of their employment or placement offer. If an individual is unable to be vaccinated against COVID-19, they will be required to submit written proof verifying a medical reason or by submitting a request under the Ontario Human Rights Code and agree to regular Rapid Antigen Testing at least two times per week. When documentation has been received and approved, House of Friendship will provide accommodation up to the point of undue hardship in compliance with the OHRC and may follow up to receive further information and/or documentation as required. Failure to meet these requirements will result in the immediate revocation of an offer of employment.

If you are as passionate as we are about serving the community, let's talk.

To apply, please submit your resume and cover letter here:

<https://house-of-friendship.hirehive.com/job/113735/relief-addiction-counsellor>

By end of day **February 6, 2023**.