

# Job Posting

# #25.21 COUNSELLOR

## New Roads Therapeutic Recovery Community (TRC)

*This posting is open to all qualified applicants.*

Our Place Society (OPS) is an organization founded on inclusive and progressive Christian values and principles. We are driven by our values: hope and belonging, teamwork, unconditional love and safety. We work as a team to create a nurturing atmosphere of home and family, where all are welcome. A team approach is critical to living out our mission and values and directing our work. **The New Roads Therapeutic Recovery Community is an OPS Recovery Program located in View Royal.**

### Position Overview:

This position provides assessment, treatment planning, individual and group counselling, case management planning and implementation of programming for residents in the Therapeutic Recovery Community. Using the tools of the Therapeutic Community Model the New Roads Counsellor supports the residents in identifying, understanding and overcoming personal/family problems, and in establishing and achieving realistic goals while promoting community as method. Develops, schedules and facilitates group sessions that meet the standards of the Therapeutic Community Model. The New Roads Counsellor conducts group sessions and evaluates program's success.

This position, under the supervision of the Director of Therapeutic Recovery Community and the Psychologist/Clinical Counsellor, participates in program development, implementation and evaluation strategies.

### Duties:

- Participate in encounter, orientation, and primary groups as available.
- Attend to individual resident specific needs.
- Provide individual counselling and family counselling.
- Attend Morning, Evening, and Celebration and House meetings per schedule.
- Participate in staff meetings and case conference.
- Role model behavioral expectations of dress, daily work habits, interpersonal communication, positive attitudes, temperament, emotional self-management and adherence to facility rules.

- Observe the social and psychological environment of the Community, increasing resident awareness by providing feedback on behavior and attitudes.
- Support the philosophy of New Roads being therapeutic, and that the goal of every activity is designed to advance the personal growth of individuals.
- Arrange, design or foster situations that result in learning experiences that require problem solving, coping and decision-making.
- Promote use of the community by utilizing behavioral reinforcers and extinguishers.
- Organize special events and celebrations.
- Formulates relapse prevention plans, release plans and aftercare plans.
- Open, maintain and close resident files in accordance with policy and procedures.
- Participate in program development, implementation of TC standards and evaluation processes.

***Services provided may include:***

- **Service to Residents:** Interviews residents to gather case history information. Assesses deep emotional and/or behavioral issues affecting residents. Identifies core areas of concern to be addressed by clinical counseling.
- **Agency Participation:** Participates in agency meetings at Our Place Society; participates in agency and relevant team activities and in-service training as required for the position.
- **Case Management:** Develops and implements therapeutic plans and programs necessary to meet resident goals and objectives. Provides individual and group counselling interventions to address identified plans. Will use specific therapeutic techniques depending on resident culture, e.g. traditional aboriginal therapeutic techniques.
- **Best Practice:** Stays informed of best practice and provides a quality of service to reflect this. Maintains all general systems of reporting and communication to the standards of the Society.
- **Community Resources:** Maintains knowledge of community resources and provides appropriate referrals to residents to meet their needs.
- **Support Groups:** May formulate and facilitate support groups in program areas for residents and/or their families.
- **Consultation:** Provides consultation to those working with resident cases, e.g. social workers, probation officers, other organization staff, other professionals with written permission of the resident.
- **Other duties:** Other associated duties may be assigned; as relevant to the position.

**Qualifications:**

***Education and Experience:***

- Master's Degree in a related health or counselling discipline is a required minimum.
- **Preference given to BC Registered Clinical Counsellors.**
- A combination of training and experience in the Therapeutic Community Model.
- Have experience in working with intergenerational trauma, victims of abuse as well as drug and alcohol dependent individuals.
- Training or experience in CBT, DBT, EMDR & ACT and mindfulness-based therapies is an asset.

***Skills and Abilities:***

The New Roads Counsellor must be able to:

- Establish and maintain a therapeutic rapport with resident.
- Observe and recognize changes in residents.
- Assess situations based on individual resident's needs, family needs, program needs, and Society Policy.
- Make adjustments in services based on individual levels of competence and emotional state.
- Communicate effectively, both verbally and in writing.
- Carry out the duties of the position.
- Work independently and in cooperation with others.
- Ability to organize and prioritize.

**Working Conditions/Compensation:**

**Shifts:** Full Time, 40.0 hours per week. Occasional Weekends and/or Evenings may be required.

**Compensation:** \$44.58 to 54.58 per hour

**Benefits:** Vacation is accrued at a rate of 6% or in accordance with your length of service as per the collective agreement (Article 18.1). Eligible for a 100% employer paid comprehensive benefits plan, including health and dental coverage, after completion of probationary period.

**This position requires union membership.**

**How to Apply:**

Eligible candidates are invited to submit a covering letter with their resume detailing their related background, experience and qualifications, by 3pm Friday, February 21, 2025 to [careers@ourplacesociety.com](mailto:careers@ourplacesociety.com) or to Our Place Society, Attention Ryan Brost, HR Manager, 919 Pandora Ave, Victoria, B.C. V8V 3P4. Please quote "File #25.21 Counsellor – New Roads" in the subject line.

**Please note: All applications must have a cover letter to be considered.**

We appreciate your time and interest in the position. However, due to the volume of applications, only shortlisted candidates will be contacted.

Our Place Society is an equal opportunity employer. We value the diversity of the communities we serve, and are committed to engaging and developing a diverse and inclusive workforce. Our Place Society welcomes applications from First Nation, Inuit, Métis, New Canadian, differently-abled, and LGBTQ2S communities.