



JOB DESCRIPTION

Position Title:	Clinical Counsellor
Reports to:	Therapeutic Services Coordinator
Work hours:	30 hours per week, Monday to Thursday, 8:30 am to 5:00 pm, hybrid working arrangement, combination of remote and in-office
Location:	Victoria, BC and supporting remote locations
Term:	Permanent, full-time
Salary:	\$50,000 to \$60,000 per year

Bridges has been providing life-change through our healing, education, and employment programs since 1988. Our services are open to all women (transgender and cisgender), non-binary, and two-spirit people who identify as a part of the women's community and who have been impacted by violence or trauma at any time in their lives. We aim to support those coming to our programs to reclaim their voices and personal autonomy, as they learn to achieve financial independence and security in rebuilding their lives.

We acknowledge with respect the traditional territories on which Bridges for Women is located are the lands of the Ləkʷəŋən peoples (Esquimalt and Songhees nations). We also offer programs and services in the territories of the WSÁNEĆ (Pauquachin, Tsartlip, Tsawout, and Tseycum nations), Malahat (Mill Bay), Pacheedaht (Port Renfrew), Scia'new (Beecher Bay), and T'Sou-ke (Sooke) peoples. We also deliver online programs in the traditional territories of the Kwakwaka'wakw, Nuu-chah-nulth and Coast Salish peoples.

Position Summary:

As part of an interdisciplinary team, the Clinical Counsellor is responsible for managing a full caseload and offering diverse therapeutic approaches to support cis women, transgender and non-binary people who are recovering from the impacts of trauma, violence, and neglect. Collaborating with other members of the Bridges team the Clinical Counsellor ensures the highest standard of clinical care for clients. Responsibilities include database management, maintaining clinical notes, and providing advocacy, such as assisting clients in obtaining additional support and preparing for legal proceedings, when necessary.

Reporting to the Therapeutic Services Coordinator the Clinical Counsellor is a skilled and compassionate professional, who plays a key role in the society's growth ensuring it meets the needs of the community.

The Clinical Counsellor's key responsibilities include the following areas and may be revised based on the Society's needs:

Counselling and Therapy Services:

- Maintains an active counselling caseload and provides 1:1 counselling for women-identified individuals who have experienced trauma and are living with mental and physical health challenges such as complex PTSD, depression, anxiety, addiction issues, grief and loss, anger, or chronic illness
- Participates in case conferencing and clinical debriefing with a multi-disciplinary staff team
- Refers clients to appropriate community resources and advocates when appropriate
- Engages in crisis intervention, assessing suicide risk, creating safety plans, partnering with other community resources as needed
- Maintains confidential client files including updated case notes and required documentation
- Plans and delivers psychoeducation sessions focused on trauma recovery with an emphasis on safety, resource building and strengthening resilience, personal development, employment readiness, and communication skills development
- Conducts intake interviews and assessments/screening for new clients, referring for additional services, as needed
- Collaborates as part of a multidisciplinary team on case conferencing, hiring committees, project development and strategic planning
- Other duties as assigned within the scope of the role

Education and Experience:

- Master's degree in social work, counselling psychology is required, including current registration with a provincial licensed body to provide clinical counselling required
- A minimum 3 years of professional counselling experience with woman-identified individuals who have experienced violence, abuse, and trauma
- A minimum of 2 years of recent experience in a multi-service, community based non-profit organization
- Specialized training and education in trauma-informed approaches such as, person-centred, mindfulness, cognitive behavioural therapy, narrative therapy, integrative mind/body/spirit approaches, somatic psychotherapy, internal family systems.
- Demonstrated understanding of issues specific to Indigenous women such as intergenerational impacts of residential schools, colonization, discrimination, and isolation
- Experience with intake, assessment, crisis intervention and safety planning
- Experience planning and facilitating psycho-educational group sessions
- Specialized knowledge and experience working with women-identified individuals with behavioural addictions and/or substance misuse issues, with a focus on the interconnection between experiences of trauma and addictions

- Knowledge of violence, abuse, and poverty and how they affect women's economic status, employability, and ability to learn
- Excellent computer skills with proficiency in MS Office applications including experience with maintaining confidential client databases and client files
- A vulnerable sector criminal record check is a requirement for this position
- Must be eligible for registration with, First Nations Health Authority (FNHA), Crime Victim Assistance Program (CVAP), and WorkBC.
- First Aid, ASIST and CPR certification required (training will be provided, if not current)
- A valid driver's license and access to a reliable vehicle is preferred

Knowledge, Skills & Abilities:

- A strong belief in Bridges for Women Society's mission and core values
- Demonstrated understanding of the delivery of social services from an intersectional feminist perspective
- Ability to work in a collaborative and multidisciplinary team environment
- Expertise in creating safety and building rapport with individuals who have experienced trauma, including gender-diverse and trans people
- Working knowledge and comfort in using virtual technologies in providing therapeutic services
- Excellent written and oral communication skills with an ability to find resolution in conflict and effectiveness in stressful situations.
- Ability to build supportive, compassionate working relationships with people from diverse backgrounds
- Understanding the importance of confidentiality and the privacy and protection of personal information and the sensitive nature of the Society's work

We aim to have the Bridges staff team reflect the participants we serve. We encourage self-identified women, non-binary people, and two-spirit people who identify with the women's community to join our team. We value diversity and lived experience, and (enthusiastically) welcome applicants who identify as Indigenous, racialized, a person with a disability, and/or a member of the LGBTQ+ community.