

Clinician/Child and Family Therapist

**Position:** Clinician/Child and Family Therapist

**Reports to:**  Clinical Director; Executive Director; receives supervision from Clinical Supervisor

**About Family Counselling Centre of Cambridge and North Dumfries:**For 81 years, the Family Counselling Centre of Cambridge and North Dumfries has been supporting our community with counselling, building healthy relationships, community engagement, and most recently, with addictions services. We provide a broad array of programs that encompass both individual and group work. Our vision is for a community where there is equality, respect, empathy, and inclusion. We are an accredited organization with Canadian Council of Accreditation and a member agency of Family Service Ontario.

Our team enjoys working collaboratively and we strive to value each other in our day to day interactions. We work to support each other and value a healthy work-life balance. We see our clients as people first and aspire to walk alongside them towards growth and healing. We invest in our staff and work to support their growth as both individuals and team members. If this sounds like an environment where you would thrive, we hope you will apply.

**Qualifications:** M.S.W. or other equivalent Master’s level education. Member in good standing with the Ontario College of Social Workers and Social Service Workers (OCSWSSW), or the College of Registered Psychotherapist of Ontario (CRPO). Training and/or experience in play or art therapy an asset.

**Areas of Responsibility:**

This position primarily provides therapeutic support to children and families who have been referred through the Child Wellness Hub program. This would account for 75% of direct client service. Additionally, this position offers therapeutic support to individuals and couples, with the potential of also providing group support. This would account for 25% of direct client service.

**Professional Responsibility:**

* To provide personal therapeutic counselling to children and families, as well as individuals and couples, to assist them to improve their life situation
* To work with clients to identify problematic areas and client strengths, establish manageable goals, and support clients in actualising these goals, ensure the client is aware of the limitations of counselling and individual therapists training/expertise, and develop a plan to complete counselling goals
* To provide information and education to children and families, individuals, couples, groups, organizations and the larger community about the agency and its services
* Following procedures in a timely manner
* To maintain related activities to the counselling process such as maintaining appointment schedule, case notes, case conferences, client files and documentation, letter and report writing and assisting with monthly statistics
* To prepare and participate in supervision meetings to deal with difficult case situations and to develop knowledge and skills
* To seek supervision/consultation related to crisis or mandatory reporting
* To proactively request support or changes to manage clinical and administrative responsibilities
* To improve personal expertise in counselling by coordinating or attending workshops, courses, and networking sessions and by reading current material
* To cooperate with other local agencies and sit on committees to learn about community resources and assist with referrals to these resources
* To assist non-counselling staff with difficult or sensitive client matters or other agency concerns whether through the phone or in person
* To exhibit a thorough knowledge of agency policies and procedures as well as applicable program funders and their requirements
* Other duties as assigned

**Program Support:**

* Participates in program-related meetings and activities, and providing support to members of program teams
* Participates in program development, implementation and evaluation process
* Completes administrative tasks related to client support and record keeping

**Other Tasks:**

* Other responsibilities as mutually agreed upon with the Clinical Director and/or Executive Director

**Abilities, Skills and Knowledge Required:**

* A high level of competency in counselling children and families, individuals, couples
* Strong organizational ability, along with priority setting and time management skills
* Creative approach to problem solving
* Strong interpersonal skills
* Understand the needs of and communicates effectively with clients and colleagues
* An understanding of the not-for-profit culture and the importance of active participation in raising community awareness through events and activities
* High energy, optimistic, work ethic that gets things done
* Comfortable as part of a team and effective in building relationships with others
* Works well independently at main location and/or offsite
* Develop new unique ideas, make connections between previously unrelated concepts, exhibit good judgment about what will work
* An understanding of overall challenges of FCCCND and an appreciation for and use of the systems that need to be in place to support program and service delivery
* Access to a vehicle an asset

**Salary Range:** $47,000-$58,500

**Please apply with a cover letter and resume to Derek Campbell, Clinical Director,** [**derekc@fcccnd.com**](mailto:derekc@fcccnd.com)**.**

**The Process**

* **initial screening of resumes and covering letters**
* **a face-to-face interview for those candidates who are successful in moving through the initial screening process**
* **A second interview may be required.**

We are an equal opportunity employer and welcome applications from diverse individuals who self-identify on the basis of any of the protection grounds under the Human Rights Code.

FCC is also committed to developing inclusive, barrier-free selection process and work environments.  If contacted in relation to an employment opportunity, please advise our representative of the accommodation measures required which would enable you to be interviewed in a fair and equitable manner.  Information received relating to accommodation measures will be addressed confidentially.