

	JOB DESCRIPTION		
	Position Title: Program: Service: Accountable to:	Youth Intensive Treatment Counsellor Mental Health and Addictions Services Youth Intensive Treatment Services Youth Intensive Treatment Services Manager	
Issued By: Date Issued:		Date Revised: Classification:	April 2019

PURPOSE AND SUMMARY

Under the direction of the Youth Intensive Treatment Services Manager, the Youth Intensive Treatment Counsellor will ensure daily needs of youth in care of the program are met by actively providing daily therapeutic opportunities in the twenty-four hour home setting. The Youth Intensive Treatment Counsellor is responsible to work collaboratively with the clinical team to ensure program delivery is consistent with the philosophy, approach, goals and learning environment established by Dilico Anishinabek Family Care, which will ensure the cultural, social, emotional, mental, and physical wellbeing of children/youth and their families.

DUTIES AND RESPONSIBILITIES

1. Service Responsibilities

Under the direction of the Youth Intensive Treatment Services Manager and in consultation with the clinical and cultural team, the Youth Intensive Treatment Counsellor is responsible for:

- a. ensuring the current developmental and treatment needs of youth in his/her care are met by actively providing daily therapeutic opportunities and interventions within the context of treatment;
- b. plan, participate and coordinate daily therapeutic, cultural, recreational and social programming, group and individual sessions for the youth in the program, including;
 - i. participating in and facilitating land-based and therapeutic activities both at the unit and in the community or wilderness;
 - ii. emphasis will be placed on cultural values, traditions and ceremonies;
 - iii. participating in and facilitating recreational activities both at the unit and in the community or wilderness;
 - iv. providing youth who are impacted by substance misuse with interventions that support withdrawal management and increased coping skills;
 - v. providing youth with behavioral challenges with opportunities to positively engage in pro-social activities as a therapeutic intervention;

- vi. providing meaningful family engagement activities that supports family reunification and family-focused aftercare activity learning;
- vii. implementing recommended therapeutic interventions by the clinical and cultural team, Dilico Mental Health and Addiction Services, Dilico Cultural Services, Dilico Health services, Dilico Cultural Services, Dilico Child Welfare services and First Nation representatives;
- viii. where appropriate, implementing youth focused recommendations provided by youth's family, First Nation representatives, etc.;
- ix. travelling with youth to their First Nation to ensure youth's access to community supports, services and events;
- c. plan and coordinate intervention and supportive opportunities for youth's families to therapeutically participate in all aspect of the youth's treatment;
- d. completing progress reports and daily communication logs in keeping with the standards and procedures of Dilico Anishinabek Family Care;
- e. participating and facilitating in clinical consultations regarding youth/families who
 - i. enter services;
 - ii. while in treatment;
 - iii. during aftercare.
- f. carrying out the treatment plan of the youth as directed by the Youth Intensive Treatment Services Manager and in consultation with the Clinical and Cultural Team;
- g. ensuring the safety, well-being and basic needs of the youth by monitoring them and providing care according to the specifications of the agency policies and procedures, Youth Intensive Treatment Services operations manual, licensing requirements, or as directed by the Youth Intensive Treatment Services Manager;
- h. participating in multi-disciplinary meetings, intake and discharge meetings and case conferences, as required and where individual treatment plans can be reviewed and revised if needed;
- i. providing transportation for the youth of the agency as may be required and assigned by the Youth Intensive Treatment Services Manager;
- j. assisting in ongoing upkeep, maintenance and general appearance of physical facilities/grounds;
- k. participating in the Ministry of Children and Youth Licensing process;
- l. participating in team meetings, clinical training and maintaining Therapeutic Crisis Intervention Training competency as per policies and procedures, this includes being familiar with and able to implement a variety of therapeutic strategies, providing crisis intervention and effective decision making skills;
- m. participating in program evaluation;
- n. being knowledgeable of, effectively dealing with and administering all medications and medical issues required pertaining to the youth in residence and accessing medical resources as required;
- o. in consultation with appropriate health care providers managing episodic health care experiences of youth such as; common colds, head-lice, scabies, etc. and ensure youth access and attend all required health related appointments;

- p. implementing the school-based mental health program in the Section 23 Classroom; this includes collaborating as part of a multi-disciplinary team to establish and maintain a therapeutic classroom environment; including the integration of curriculum requirements and mental health needs;
- q. assisting in the on-going orientation and guidance of casual staff, student placements, academic teacher and other relevant partners (i.e. resource persons).

2. **Organizational Responsibilities**

As a representative of Dilico, the Employee is responsible for:

- a. reflecting and interpreting the Agency Vision, Mission and Core Values in his/her own work with enthusiasm and commitment;
- b. acting in accordance with relevant legislation and Agency Policies, Standards and Procedures;
- c. proposing changes within Dilico that would improve the quality of service to Anishinabek children, families and communities;
- d. developing and maintaining respectful, cooperative working relationships to contribute to the integrated, seamless delivery of services to Anishinabek children, families and communities;
- e. understanding his/her role and responsibility in maintaining a safe workplace and reducing workplace injuries;
- f. applying Anishinabek culture, values, traditions and teachings into programming where possible;
- g. ensuring accuracy, confidentiality and safekeeping of agency records;
- h. participating constructively in the supervision process with the immediate Manager.

QUALIFICATIONS

1. **Education**

An Indigenous Learning Degree, BSW or equivalent is preferred. Native Child and Family Worker, Social Service Worker or equivalent diploma with relevant work experience will be considered.

2. **Work Experience**

- a. three years related experience working with Anishinabek youth/families;
- b. three years experience providing activity-based therapeutic interventions to youth including cultural, land-based, recreational, prosocial;
- c. experience working with youth with mental health needs;
- d. Candidates without the specific education qualifications and where the position does not require certified qualification to practice, but who possess an appropriate combination of experience and other academic qualifications will also be considered.

3. **Skills/Abilities**

- a. sound knowledge of the Anishinabek culture;
- b. understanding of the principle issues affecting Anishinabek youth/families;
- c. sound knowledge traditional influences that promote mental well-being of Anishinabek youth/families;
- d. ability to promote and apply Anishinabek Culture, values, traditions and teachings on the job;
- e. ability to establish therapeutic relationships with youth;
- f. ability to provide effective therapeutic interventions;
- g. ability to apply youth addictions interventions;
- h. ability to provide family-focused activities;
- i. problem-solving and crisis management skills;
- j. knowledge of youth age appropriate development;
- k. knowledge of youth mental health symptomology and associated interventions;
- l. developing and maintaining respectful, cooperative working relationships with Anishinabek youth and families, communities and service workers to promote an integrated, seamless delivery of service;
- m. ability to understand or speak an Anishinabek language would be considered an asset;
- n. knowledge and understanding of the Child, Youth and Family Services Act, the Mental Health Act and other relevant legislation;
- o. effective written and oral communication skills;
- p. ability to follow direction and work as a member of a multi-disciplinary team;
- q. ability to maintain confidentiality;
- r. ability to work within the Policies, Standards, Procedures and the Vision, Mission and Core Values of Dilico Anishinabek Family Care.

CONDITIONS OF EMPLOYMENT

- a. satisfactory Criminal Records Search;
- b. must possess a valid Standard First Aid/CPR Certificate or be willing to obtain one;
- c. in relation to service requirements, as determined by the Youth Intensive Treatment Services Manager or designate;
 - i. ability to work flexible hours;
 - ii. work at an alternate agency site in same role for the duration of shift;
- d. must participate in program “On Call” rotation, as designated by Service Manager or designate;
- e. must possess a Class “G” Driver’s License and have access to a personal vehicle;
- f. must complete a medical and receive the required immunizations as recommended by the local Medical Officer of Health;
- g. must participate in cultural, social, recreational program activities;
- h. must participate in and qualify for certification in Therapeutic Crisis Intervention

- i. Training provided by the agency. Must be able to perform/implement physical restraint(s) as per Therapeutic Crisis Intervention Training and in accordance with the agency Policies and Procedures.

NOTE: This job description is not intended to be all-inclusive. The employee may perform other related duties as required to meet the ongoing needs of the organization.