



## JOB POSTING: Counsellor

OUTSaskatoon is a non-profit, charitable organization that believes in the equity of transgender, two spirit, intersex, lesbian, gay, bisexual, and queer people. We provide peer support and counselling, queer-specific education and resources, outreach, social gatherings and events, community referrals, sexual health services, and LGBTQ2S youth housing. We support body, mind and spirit within a growing and changing community.

We are looking for an experienced counsellor to join our team in order to provide direct support to LGBTQ2S people of all ages. If you agree with the following statements, we want you to apply:

*You are compassionate and seek opportunities to help others*

- You want to support the LGBTQ2S community and approach every individual as unique and valued
- You enjoy working with a wide range of individuals on complex topics

*You enjoy working in a harm reduction environment*

- You have a solid understanding of harm reduction and are able to put the model into practice
- You understand client-centred, and trauma-informed care and are able to employ these practices in your work

*You work best in a team that values creativity, innovation, and diversity*

- You thrive in a team environment
- You enjoy collaborating with coworkers to solve complex problems

### About the Position

**Hours: 0.7 to 1.0 FTE**

**Salary: \$47,775 - \$51,675.00, based on 1 FTE**

**Benefits: Full benefits package after 3 months; RRSP Package after one year of employment**

**Deadline:** January 23rd, 2018

**Role Description:** We are looking for a community-minded, compassionate, and eager individual to join our team as a counsellor for LGBTQ2S people of all ages and backgrounds. This position will provide some or all of the following services: assessments, short-term individual, couple, and family counselling, case management, and group work services. As well, the counsellor will work collaboratively with other OUTSaskatoon programs and external organizations to provide appropriate services, advocacy, and referrals. This position provides services and support to individuals with a broad range of mental and emotional health, experiences, substance abuse issues, and experiences of trauma, gender-based violence, and intimate partner violence.



OUTSaskatoon is dedicated to building an organization that reflects the diversity of all we serve. This includes encouraging applicants that are diverse in gender identity, sexuality, culture, ability, and race. Please use your cover letter to tell us about yourself and your interest in working with OUTSaskatoon. **Preferential consideration will be given to First Nations, Metis, and Two Spirit applicants. We rely on section 48 of The Saskatchewan Human Rights Code for this measure.**

#### Tasks:

1. Provides single-sessions and short-term counselling, and case management to individuals, couples, and families utilizing clinical practices that are client-centred and trauma-informed, and which integrate issues of culture, privilege, and anti-oppression.
2. Provides crisis counselling/risk assessment as needed.
3. Maintain client records, reports, case notes, files, consent forms, assessment forms, and other information according to OUTSaskatoon policies.
4. Assists in the development of a support and education strategy for reducing gender-based violence within the queer, trans, and two spirit community
5. Provides referrals to queer individuals and their partners/families.
6. Participates in monthly group and individual clinical consultation.
7. Provide advocacy services for OUTSaskatoon clients including issues regarding schools, human rights complaints, child and family services, justice, health care, mental health, and community resources.
8. Supplies phone-line and drop-in peer counselling, referrals and information services.
9. Facilitates four support groups that will run 6-weeks in length each. Groups include: addictions support group, parent support group, trauma support group, and coming out group.
10. Fields calls and messages on multi-line phone system, including the 1-800 line, providing immediate assistance where appropriate and forwarding calls when necessary.
11. Participates in key events put on by OUTSaskatoon including Pride, AIDS Walk, Two Spirit Powwow, and other events as assigned.
12. Completes monthly statistical record-keeping and reporting.
13. Participates in evaluation activities related to position and overall grant reporting requirements.
14. Undertakes special assignments as required e.g. helping to facilitate OUTSaskatoon's support and social groups, supporting youth at Pride Home, speaking about LGBTQ2S communities at various community organizations.

#### Qualifications:

##### Required

- BA or MA in Psychology, Social Work (BSW/MSW), Indian Social Work (BISW/MISW) or an equivalent certificate (CISW or CSW).
- Eligibility for membership/membership in good standing in the Canadian Professional Counsellors Association (CPCA) or equivalent governing body.
- Three+ years of experience in counselling and the provision of support services
- Expertise in gender-based violence/intimate partner violence
- Knowledge of queer issues and gender identities



# OUT

## SASKATOON

- Ability to provide feedback on program implementation and evaluation
- A valid driver's license, and proficiency in software applications such as MS Word, Excel, Desktop Publishing, Access and PowerPoint are essential
- Solid communication and interpersonal skills
- Independent decision making regarding day-to-day operations and strong problem-solving skills
- Ability and self-reflexivity to work in a team environment
- Organization and time management skills (able to multi-task and re-assess priorities)

### Assets

- Knowledge of queer and Indigenous communities, harm reduction, anti-oppression, and anti-racism approaches to community service delivery
- Experience with trauma-informed care, harm reduction, and strategies to reduce and respond to gender-based violence and sexual violence
- Experience working for community-based organizations and/or working in the queer community

**Working Conditions:** Centre staff hours are generally Monday through Friday, with drop-in hours on Wednesday, Thursday, and Friday evenings. Must be willing to work flexible hours to accommodate evening and weekend hours as required for programming. Must be able to work at least one evening shift per week. Works at a computer terminal for extended periods of time. Lifts and carries heavy items such as boxes of materials, groceries, and supplies. Mostly drives locally, occasionally travels within the province.

**Job Term:** 0.7 to 1.0 FTE full-time position, one-year term position with the possibility of renewal.

**To Apply:** Please submit a **detailed cover letter** (applicants that do not include a cover letter will not be considered), a **resume** highlighting relevant education and work experience, and **three references** by email, mail, or fax to:

**ATTN:** Krystal Nieckar  
[services@outsaskatoon.ca](mailto:services@outsaskatoon.ca)  
306-665-1224  
Fax: 306-665-1280  
201-320 21<sup>st</sup> St W  
Saskatoon, SK S7M 4E6

**Deadline: 5:00 pm, Wednesday, January 23<sup>rd</sup>, 2019**