

INDIVIDUAL AND FAMILY COUNSELLOR -*FOCUS ON BLACK YOUTH*
6-Month Contract - 21 hours per week with the possibility of an extension

Delta Family Resource Centre (Delta Family, DF) is a community-based agency which has served communities in North-West Toronto for more than 40 years. Acknowledging the consequences of intersecting forms of oppression on the health and well-being of individuals, families and communities, Delta Family Resource Centre offers programs, services and supports for Black and other priority populations in Northwest Toronto which amplify their resilience and strengths. As a multi-ethnic, multi-site organization, Delta Family provides a responsive range of programs, services and activities for families, children, youth and seniors. Committed to anti-oppression and inclusive ways of engaging participants, Delta Family works to be a part of a healthy, engaged and empowered community where all people thrive. ***A neighbourhood-based agency, Delta Family provides a hybrid workplace, and some in-person work is mandatory,***

Context:

Brief therapy individual and family counseling is a systematic, focused process that relies on assessment, client engagement, and rapid implementation of change strategies. The Counselor will encourage the clients to envision their solution, or what change would look like, and then work with them to outline the steps necessary to solve problems and achieve goals, using Solution-focused brief therapy (SFBT) - a strength-based approach to psychotherapy based on solution-building rather than problem-solving.

Under the supervision of the program manager, the family counsellors will provide one-on-one counseling to clients - predominantly Black youth - and where relevant, families. The Counsellors will provide supportive, culturally appropriate and client-centered counseling in a non-threatening environment where access to assessment and supports/resources are made available. Counseling will encompass an anti-oppressive approach and be sensitive to the lived experiences of Black and radicalized youth, while being cognizant of social and economic barriers that currently exist in these targeted communities.

Responsibilities:

- Provision of free counseling services to (predominantly Black) youth and their families, including those involved in the justice (and other systems) and their families
- Conduct client intake and assessments
- Provide service from a strength-based, anti-oppression, anti-racism and anti-black racism lens
- Provide case management for clients with multiple needs and make relevant referrals
- Engage youth and parents to identify issues, needs, goals, aspirations, skills, abilities, and services required as well as barriers to accessing these services
- Work collaboratively with youth, parents, probation officers, schools, police and youth service providers to develop effective service delivery plans
- Offer workshops for parents and youth that build/enhance life and relationship building skills
- Ability to provide Family Group Conferencing services to youth and their families an asset
- Formulate assessment and treatment plans and provide therapeutic counseling
- Provision of flexible, creative services to youth, parents/caregivers and their families experiencing complex challenges, requiring various levels of service in order to strengthen their ability to manage more effectively by building on their strengths
- Observe the confidential nature of the agency's services
- Organize own work to meet scheduled deadlines and program demands, including clinical reports
- Perform other related duties as assigned

QUALIFICATIONS:

- Master's degree in Counseling, Social Work, Psychology or related discipline desired but equivalent combination of education and experience may be considered
- Minimum 3 years' experience required working with parents and families
- Clinical training and experience in individual and family assessment and treatment
- Demonstrated experience in working with marginalized and Black communities, with lived experience of the issues facing Black communities a preferred asset
- Understanding of anti-oppressive practices, anti-Black racism and other barriers faced by racialized communities and demonstrated ability to work with Black and racialized communities
- Demonstration of strong personal ethics and integrity, as well as, exceptional interpersonal skills, including influencing, consensus/team building, facilitation, negotiation, conflict resolution, leadership, motivation, coaching/mentoring, and empowerment.
- Proven non-judgmental, respectful approach to working with youth, families, community partners, stakeholders, colleagues and direct reports
- Sound organizational and case management skills
- Crisis intervention and mediation skills
- Ability to work independently and within a team
- Availability to work outside formal office hours, including weekends, within home, school and community environment
- Good writing and computer skills
- Commitment to professional performance and development
- Ability and willingness to access resources for professional development and to assist families
- Member in good standing with the Ontario College of Social Workers and Social Service Workers or relevant professional body required (application can be in process)
- Current first aid/CPR certification, current vulnerable sector screening (criminal background check)
- Car and valid driver's license, and ability to speak other languages are assets.

**Remuneration: \$60,000 - \$65,000 annually – pro-rated for 21 hours
with benefits added after probation**

**Application deadline Date: August 3rd, 2023/ open until filled
Applications processed as they are received**

Forward your resume and cover letter quoting position title to
Hiring Committee Delta Family Resource Centre
Email: [hiring@dfrc.ca](mailto: hiring@dfrc.ca)

**Subject line: Counsellors- Youth Focus
2291 Kipling Avenue Etobicoke, ON M9W 4L6**

***Please note that Internal candidates will be considered before external applicants are processed
Delta Family thanks all applicants; however only short-listed candidates will be contacted.***

In accordance with the Ontario Human Rights Code and Accessibility for Ontarians with Disabilities Act, Delta Family will make every effort to accommodate the needs of candidates through the hiring process. Please inform us if you require any accommodations during the hiring process.