



Clinical Counsellor Ashnola Standard Job Description – (Grid 23) (35 hour week)

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Surrey Child and
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Workplace Award

Position Summary:

The clinical counsellor aims to carry out the strategic objectives of the Pacific Community Resources Society (PCRS) to ensure the provision of effective and efficient clinical services to our participants at Ashnola at the Crossing. This position requires a sound understanding of addictions, mental health, and trauma-informed practices. The counsellor will also provide group-based addictions therapy and one on one clinical counselling using evidence-based interventions such as attachment theory, child and adolescent growth and development, counselling theories such as CBT, DBT, Motivational Interviewing, Solution-Focused, and Existential and Experiential therapies. The clinical counsellor will balance clinical methodologies with recreational and relationship-based practice all within a strength-based, trauma-informed approach. This position requires a sound understanding of addictions, mental health and trauma-informed practices.

Key Areas of Accountability:

- Strategic Vision
- Operational
- Team building
- Stakeholder relations

Primary Duties:

1) Strategic Vision

Participate in the development of the program operational plan which guides the Agency's overall strategic vision.

2) Operational

- Provide advocacy, support and clinical counselling to participants in a safe environment using evidence-based interventions.
- Develop individual service plans and goals to meet participant needs; liaise with social workers, and other professionals.
- Communicate frequently to the participant's care team, referring agent and family.
- Engage in periodic evaluation and review of treatment goals and renegotiate as appropriate.
- Ensure coordination and ongoing communication with the clinical manager and support networks.
- Maintain appropriate group, and individual case files and documentation.
- Understand and apply PCRS's policies and procedures. Identify, address and resolve issues related to policy, emergencies, service provision, and facilities where applicable.
- Work within applicable Act/Regulations and roles of government and funders.
- Respond to participant complaints and address concerns through identified complaint procedures.



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3) Team Building:

- Participate and engage in a collaborative and effective staff team.
- Communicate effectively with coworkers and staff, and participate in team efforts.
- Participate in professional development and training.

4) Stakeholder Relations

- Participate on committees, working groups, and associations; and develop community networks relevant to managed services.

Academic and Job Experience Required:

- Master's degree or B.A. in a related field as well as registration with a clinical body such as B.C. Association of Clinical Counsellors or Canadian Counselling and Psychotherapy Association with three (3) years' experience as a clinical counsellor.
- An equivalent combination of education and experience will also be considered.
- Sound understanding of addictions, mental health and trauma-informed practices.
- Thorough knowledge of relevant government legislation.
- Ability to respond to crisis scenarios using agency protocols and ethics.
- Effective team collaboration skills.
- Experience creating and working within a culturally inclusive environment for staff, partners, and participants.
- Strong verbal, interpersonal, presentation, and written communication skills.
- Excellent time management skills and the ability to handle multiple, often conflicting priorities.

Basic Requirements:

- Criminal Record Check including the vulnerable sector
- Current Standard First Aid certificate
- Class 5 Driver's License with Business Use Insurance
- Use of own vehicle required (Mileage is paid)
- Driver's abstract

Supervisor's Signature

Manager's Signature

Date