

**INTERNAL/EXTERNAL POSTING**  
**Family Counsellor –Delta Family Resource Centre (1 full-time position)**  
**UPDATED SALARY**

**Context:**

Delta Family Resource Centre (Delta Family) is a non-profit community organization that envisions a healthy and empowered community where families and children thrive. A multi-ethnic, multi-site organization committed to enhancing the potential of families and children by supporting and addressing identified needs, Delta Family is situated in diverse communities and provides a wide range of programs, services and activities that enhance individual skills and promotes well-being and healthy communities. Delta Family is committed to equity and works to model meaningful community development.

**PROGRAM DESCRIPTION**

Delta Family is seeking a full-time counsellor to support strengthening Delta Family's existing counselling and wellness department to be able to deliver clinical services through the Bell Let's Talk Project – "You Can't Pour from an Empty Cup. – Caring for Black & Racialized Caregivers." This project recognizes that people who provide support, either professionally or in their personal lives are often themselves left without. Recognizing that it is impossible to pour from an empty cup, the project will provide support and clinical/counselling services to members of the Black community, support for families and caregivers from Black and racialized communities who have family members with mental health challenges and diagnoses with access to culturally appropriate counselors and peer support groups; and create a network to support Black and racialized front-line workers who are providing care to community members. ***This is a one-year contract with the possibility of an extension.***

**Position description**

In this one-year contract (possibility of renewal), the family counsellor will provide one-on-one counselling and group sessions to individuals, parents/caregivers and where, relevant families, as well as Black and racialized front-line workers. Reporting to the Program Director, the Counsellor will provide counselling in a non-threatening, supportive, client centered format where access to assessment and supports/resources are made available. Counselling will focus on increasing parents/caregivers capacity and provide culturally appropriate sessions for Black and racialized workers.

**Duties and Responsibilities**

- Conduct client intake and assessments
- Formulate assessment and treatment plans and provide therapeutic counseling
- Provision of supports for Black and racialized caregivers who are supporting family members with mental health challenges
- Provision of flexible, creative services to 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
- Creation of a network to support Black and racialized front-line workers who are providing care to community members.
- Facilitation of various groups to promote wellness for caregivers
- Provide service from a strength-based, anti-oppression, anti-racism lens
- Provide immediate, single-session counselling using a Brief-Solution Focused
- Ensures the client records are maintained as per agency standards
- Provide case management for clients with multiple needs and refer to relevant and appropriate services
- Observes the confidential nature of the agency's services

- Organizes own work to meet scheduled deadlines and program demands, including clinical reports
- Perform other related duties as assigned

### **Skills and knowledge required**

- Master's degree in Counselling, Social Work, Psychology or related discipline, or equivalent combination of education and experience.
- Some Clinical training and experience in individual and family assessment and treatment.
- Lived experience of the issues facing Black communities
- Minimum 3 years' experience required working with parents and families
- Minimum of 2 years' experience in working with Black communities
- Strong personal ethics and integrity, as well as, exceptional interpersonal skills, including influencing, consensus/team building, facilitation, negotiation, conflict resolution, management, leadership, motivation, delegation, coaching/mentoring, and empowerment.
- Proven non-judgmental, respectful approach for working with youth and families
- Understanding of anti-oppressive practices, anti-Black racism and other barriers faced by racialized communities
- Ability to liaise and work with Black and racialize front-line workers
- Sound organizational and case management skills
- Understanding and ability to work in diverse communities
- Understanding of anti-oppression practices and barriers faced by racialized families
- 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 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 an asset.
- Current first aid/CPR certification, current vulnerable sector screening (criminal background check), car and valid driver's license with a clean driver's abstract
- Ability to speak other languages is an asset.

\*\*Please note that a vaccination mandate is in place and new employees will be required to provide proof of vaccination or documentation for exemption, if applicable.

**Remuneration: \$55,000 - \$62,000 plus benefits**

**Closing Date: 11:59p.m. on March 24, 2022**

**Anticipated start date: Immediate (applications will be processed as received)**

Please send your cover letter and resume to:

**E-mail: [hiring@dfrc.ca](mailto: hiring@dfrc.ca)**

**Subject line: Family Counsellor (Bell Let's Talk)**

**2291 Kipling Avenue Etobicoke, ON M9W 4L6**

Delta Family is an equal opportunity employer and will make every effort to accommodate the needs of candidates through the selection process. Please let us know in advance if you require accommodation.

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