



Feeding hope. Changing lives.

Addictions Counsellor, Men's Recovery

Job Description

Department: Programs
Branch: Men's Recovery
Location: 601 East Hastings, Vancouver
Reports to: Supervisor, Men's Recovery

Job Summary:

As a Counsellor in Men's Recovery, you will be responsible for the screening, assessment, treatment planning, delivering workshops, and providing clinical counselling that addresses a broad range of issues relevant to overcoming addiction. Your counselling will embrace a client-centered, strength-based orientation that is trauma-informed, and an empowering of residents to take responsibility for their own recovery.

While holding the lead clinical role with your clients, you will form solid collaborative relationships with the other service providers on the team such as Recovery Coaches, Career Counsellor, and Case Manager who, together, form the care team for any individual resident.

As a professional counsellor you will continually foster your awareness of, and partnership with, other service providers in the addiction field of practice and you will strive to stay abreast with evidence-based research in the addiction field and continuously look for opportunities to enhance the quality of service offered at UGM as well as the alignment of such services with the core values of agency.

You will strive to enhance client care and services that are consistent with Union Gospel Mission's Vision and Core values.

Main Duties and Responsibilities:

- Model Christ in word and deed.
- Time breakdown:
 - 40 % - Individual and group counseling sessions, including spiritual mentoring as appropriate. Document all such work as is appropriate for professional practice.
 - 25% - Plan and lead psycho-educational workshops on a broad range of topics relevant to addiction treatment and behaviour change (i.e., trauma, depression, anxiety, anger management, behavior change, craving management, self-awareness, etc.). Foster understanding of the Biblical perspective on these topics as relevant. Supervise interns as appropriate.
 - 15% - Participate in team meetings, and case consultations related to the intake of new clients (screening) as well as case reviews with discharge decisions.
 - 10% - Program planning, monitoring and evaluation of program activities.
 - 10% - Cooperate with staff from other departments to enhance the overall operation of agency and to support team management.
- Adhere to all UGM published policies, practices, and procedures, including Occupational Health and Safety.
- Perform other duties as assigned.

Knowledge, Skills and Abilities:

- Agreement with UGM's Mission Statement (see www.ugm.ca) and Statement of Faith.
- A vibrant and growing relationship with Jesus Christ our Creator, as Savior and Lord.
- Master's Degree in Counselling or a Social Work degree from a recognized, fully accredited university or equivalent training and experience. Experience working within an A&D recovery program would be an asset.
- Excellent knowledge of alcohol & drug and mental health disorders and the ability to assess concurrent disorders.
- 2 - 3 years of related work experience, with knowledge of issues related to vulnerable people experiencing various barriers including poverty and marginalization.
- Experience working in a multi-ethnic and socially diverse community (Low-income/First Nations) experience would be an asset.
- Excellent time management and administrative skills.
- Strong Emotional Intelligence skills, such as interpersonal sensitivity and tact, influence, good judgment.
- Demonstrated ability to ethically maintain confidentiality regarding sensitive matters about the organization and its clientele.
- Demonstrated ability to professionally and appropriately manage highly sensitive situations with tact, diplomacy and good judgement.
- Capable of de-escalating tense situations which could potentially erupt in aggressiveness or violence.
- Good English skills (verbal, reading and writing).
- Accurate record keeping.
- Intermediate computer skills (Excel, Word and Outlook).
- Complete Non-Violent Crisis Intervention Course.
- Technical Competency—Trauma-Informed Care (Level 3): Help identify negative events that have impacted the client's functioning, and develop interventions that emphasize safety, choice, and personal control.

Behavioural Competencies:

- **Adaptability/ Flexibility (Level 3)**
Adjust approach to meet needs of changing conditions, situations, and people to work effectively in difficult or ambiguous situations.
- **Analytical Thinking and Decision Making (Level 2)**
Gather, synthesize, and evaluate information to make well-informed decisions with critical thinking and reasoning skills.
- **Christ-likeness (Level 3)**
Demonstrate the love of Christ in word and deed by living out the values of the Gospel.
- **Client-Centered Change (Level 3)**
Enhance, facilitate, support, empower, and increase client motivation for positive change by actively involving and encouraging the client.
- **Diversity and Cultural Responsiveness (Level 3)**
Provide respectful, equitable, and effective services to diverse populations by affirming the value, worth, and dignity of all.
- **Interpersonal Rapport/Savvy (Level 3)**
Establish and maintain relationships with others based on mutual respect, trust, sensitivity, transparency, empathy, compassion, tact, and diplomacy.
- **Self-Management (Level 3)**
Manage emotions and strong feelings while maintaining a calm and tactful demeanor under a broad range of challenging circumstances.
- **Teamwork and Cooperation (Level 3)**
Work collaboratively and productively across the organization to achieve common goals, while demonstrating respect, cooperation, collaboration, and consensus-building.

Working Conditions:

- **Work Location**
Work is generally performed indoors within an office environment, with standard office equipment available.
- **Physical Requirements**
Work is generally sedentary in nature, but may require standing, walking or reaching for up to 50% of the time. Employee is required to look at a computer screen and use a keyboard for up to 60% of the time. The employee is required to see, talk, and hear.
- **Work Conditions**
Working environment is generally favorable. Lighting and temperature are adequate. Work is performed amid normal conditions of dust, odors, fumes, and noises. This position is required to work in an environment often dealing with clients in crisis situations brought about by diverse problems. The ability to function independently and frequently under pressure, while managing multiple concurrent tasks including emergency situations is an ongoing expectation of this position.
- **Hours of Work**
This position works weekdays, primarily dayshift, with one day working until early evening. Moderate overtime may be required.
- **Hazards**
Job requires frequent interaction with the public some of whom may be upset, abusive, and/or violent. Job requires working occasionally in unhealthy conditions, including exposure to bodily fluids, lice and bedbugs. Employee is required to hear information about clients' lives which may be troubling or upsetting, and may cause emotional issues including vicarious trauma.
- **Other**
Due to the nature of the job, and our commitment to a safe environment, the candidate is subject to a criminal record check.

The above statements are intended to describe the general nature and level of work performed by people assigned to this position. They are not intended to be construed as an exhaustive list of all responsibilities duties and skills required of personnel so classified.

Employee's Signature: _____

Name: _____ **Date:** _____

Supervisor's Signature: _____

Name: _____ **Date:** _____