

## Clinical Counsellor

**Bridges for Women Society**, a feminist, strengths-based agency with 35 years of experience providing employment services for women with a background of abuse and trauma, has an opportunity for a **Clinical Counsellor** to join their team in *Victoria, BC*. Reporting to the Therapeutic Services Coordinator and as part of an interdisciplinary team, the Clinical Counsellor plays a key role in working with other Bridges staff to ensure it meets the needs of the community by providing clinical care and advocacy work to Bridges clients. A skilled and compassionate professional, the Clinical Counsellor is responsible for managing a full caseload and offering diverse therapeutic approaches to support cis women, transgender and non-binary people who are recovering from the impacts of trauma, violence, and neglect. To learn more about this dynamic role, review the full <Job Description>.

Are you a compassionate and innovative counsellor with a passion for supporting vulnerable populations? Do you excel at creating positive relationships, fostering community, and facilitating growth? Are you a skilled communicator who truly listens and drives meaningful change? If you have the dedication and expertise to enhance Bridge's impact in the lives of those we serve, we want to hear from you.

To learn more about this role and what your day may hold, be sure to review the full Job Description on the following pages.

### **Bridges for Women Society offers:**

- An in office 30 hour/per week (4 days per week) role.
- A competitive salary of \$55,000 - \$60,000 (based on related education and experience).
- Three weeks' vacation.
- Medical and Dental benefits.
- Personal wellness days.

### **Our ideal Clinical Counsellor brings:**

- Expertise in working with women with behavioral addictions and/or substance misuse, focusing on the trauma-addiction connection.
- Master's degree in social work or counselling psychology, with provincial registration for clinical counselling.
- Minimum 3 years of counselling experience with women facing violence, abuse, and trauma; 2+ years in a community-based non-profit.
- Training in trauma-informed approaches: person-centred, mindfulness, CBT, narrative therapy, integrative mind/body/spirit, somatic psychotherapy, internal family systems.

- Understanding of how violence, abuse, and poverty impact women's economic status and employability, with a focus on Indigenous women's issues, including residential school impacts and colonization.
- First Aid and CPR certification (training provided if not current).

**These Skills and Abilities will help you thrive:**

- A strong belief in Bridges for Women Society's mission and core values.
- Ability to work collaboratively in a multidisciplinary team and build supportive relationships with diverse backgrounds.
- Experience with virtual technologies for therapeutic services.
- Expertise in creating safety and rapport with trauma survivors, including gender-diverse and trans individuals.
- Skilled in intake, assessment, crisis intervention, safety planning, and planning and facilitating psycho-educational groups.
- Proficient in maintaining confidential client databases and files.
- Excellent communication, conflict management and resolution skills.
- Understanding of confidentiality and privacy in sensitive work.
- A vulnerable sector criminal record check is a requirement for this position

**About Bridges for Women Society:**

Bridges has been providing life-change through our healing, education, and employment programs since 1988. Our services are open to all women (transgender and cisgender), non-binary, and two-spirit people who identify as a part of the women's community and who have been impacted by violence or trauma at any time in their lives. We aim to support those coming to our programs reclaim their voices and personal autonomy, as they learn to achieve financial independence and security in rebuilding their lives.

We aim to have the Bridges staff team reflect the participants we serve. We encourage self-identified women, non-binary people, and two-spirit people who identify with the women's community to join our team. We value diversity and lived experience, and (enthusiastically) welcome applicants who identify as Indigenous, racialized, a person with a disability, and/or a member of the LGBTQ+ community.

**How to apply:**

We encourage you to review the *Job Description* and then forward your cover letter expressing your interest in working with Bridges and resume that clearly outlines how your skills and experience meet the requirements of this role to **hr@bridgesforwomen.ca** .

*This position will remain open until it is filled. We thank all applicants; however, after initial acknowledgement, only those selected for further consideration will be contacted.*



## JOB DESCRIPTION

<b>Position Title:</b>	Clinical Counsellor
<b>Reports to:</b>	Therapeutic Services Coordinator
<b>Hours of work:</b>	30 hours per week, Monday to Thursday, 9:00 am to 5:00 pm
<b>Location:</b>	Victoria, BC and supporting remote locations
<b>Term:</b>	Temporary, Contract until July 2025
<b>Salary:</b>	\$55,000 to \$60,000 per year

Bridges has been providing life-change through our healing, education, and employment programs since 1988. Our services are open to all women (transgender and cisgender), non-binary, and two-spirit people who identify as a part of the women's community and who have been impacted by violence or trauma at any time in their lives. We aim to support those coming to our programs reclaim their voices and personal autonomy, as they learn to achieve financial independence and security in rebuilding their lives.

We acknowledge with respect the traditional territories on which Bridges for Women is located are the lands of the Ləkʷəŋən peoples (Esquimalt and Songhees nations). We also offer programs and services in the territories of the WSÁNEĆ (Pauquachin, Tsartlip, Tsawout, and Tseycum nations), Malahat (Mill Bay), Pacheedaht (Port Renfrew), Scia'new (Beecher Bay), and T'Sou-ke (Sooke) peoples. We also deliver online programs in the traditional territories of the Kwakwaka'wakw, Nuu-chah-nulth and Coast Salish peoples.

### **Position Summary:**

As part of an interdisciplinary team, the Clinical Counsellor is responsible for managing a full caseload and offering diverse therapeutic approaches to support cis women, transgender and non-binary people who are recovering from the impacts of trauma, violence, and neglect. Collaborating with other members of the Bridges team the Clinical Counsellor ensures the highest standard of clinical care for clients. Responsibilities include database management, maintaining clinical notes, and providing advocacy, such as assisting clients in obtaining additional support and preparing for legal proceedings, when necessary.

Reporting to the Therapeutic Services Coordinator the Clinical Counsellor is a skilled and compassionate professional, who plays a key role in the societies growth ensuring it meets the needs of the community.

The Clinical Counsellor's key responsibilities include the following areas and may be revised based on the Society's needs:

### **Counselling and Therapy Services:**

- Maintains an active counselling caseload and provides 1:1 counselling for women-identified individuals who have experienced trauma and are living with mental and physical health challenges such as complex PTSD, depression, anxiety, addiction issues, grief and loss, anger, or chronic illness
- Participates in case conferencing and clinical debriefing with a multi-disciplinary staff team
- Refers clients to appropriate community resources and advocates when appropriate
- Engages in crisis intervention, assessing suicide risk, creating safety plans, partnering with other community resources as needed
- Maintains confidential client files including updated case notes and required documentation
- Plans and delivers psychoeducation sessions focused on trauma recovery with an emphasis on safety, resource building and strengthening resilience, personal development, employment readiness, and communication skills development
- Conducts intake interviews and assessments/screening for new clients, referring for additional services, as needed
- Collaborates as part of a multidisciplinary team on case conferencing, hiring committees, project development and strategic planning
- Other duties as assigned within the scope of the role

### **Education and Experience:**

- Master's degree in social work, counselling psychology is required, including current registration with a provincial licensed body to provide clinical counselling; relevant combination of experience and education will be considered.
- A minimum 3 years of professional counselling experience with woman-identified individuals who have experienced violence, abuse, and trauma
- A minimum of 2 years of recent experience in a multi-service, community based non-profit organization
- Specialized training and education in trauma-informed approaches such as, person-centred, mindfulness, cognitive behavioural therapy, narrative therapy, integrative mind/body/spirit approaches, somatic psychotherapy, internal family systems.
- Demonstrated understanding of issues specific to Indigenous women such as intergenerational impacts of residential schools, colonization, discrimination, and isolation



- Experience with intake, assessment, crisis intervention and safety planning
- Experience planning and facilitating psycho-educational group sessions
- Specialized knowledge and experience working with women-identified individuals with behavioural addictions and/or substance misuse issues, with a focus on the interconnection between experiences of trauma and addictions
- Knowledge of violence, abuse, and poverty and how they affect women's economic status, employability, and ability to learn
- Excellent computer skills with proficiency in MS Office applications including experience with maintaining confidential client databases and client files
- A vulnerable sector criminal record check is a requirement for this position
- First Aid and CPR certification required (training will be provided, if not current)
- A valid driver's license and access to a reliable vehicle is preferred

#### **Knowledge, Skills & Abilities:**

- A strong belief in Bridges for Women Society's mission and core values
- Demonstrated understanding of the delivery of social services from an intersectional feminist perspective
- Ability to work in a collaborative and multidisciplinary team environment
- Expertise in creating safety and building rapport with individuals who have experienced trauma, including gender-diverse and trans people
- Working knowledge and comfort in using virtual technologies in providing therapeutic services
- Excellent written and oral communication skills with an ability to find resolution in conflict and effectiveness in stressful situations.
- Ability to build supportive, compassionate working relationships with people from diverse backgrounds
- Understanding the importance of confidentiality and the privacy and protection of personal information and the sensitive nature of the Society's work

We aim to have the Bridges staff team reflect the participants we serve. We encourage self-identified women, non-binary people, and two-spirit people who identify with the women's community to join our team. We value diversity and lived experience, and (enthusiastically) welcome applicants who identify as Indigenous, racialized, a person with a disability, and/or a member of the LGBTQ+ community.