



Employment Opportunity

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| Position: | Community Counsellor |
| Department: | Challenge to Change |
| Reports to: | Community Counselling & Operations Manager |
| Employment Type: | Full Time Temporary to March 31, 2025 with the possibility to be extended |
| Hours of Work: | 37.5 hours/week, Monday-Friday with evening availability |
| Starting Wage: | \$26.06/hr |
| Benefits Available: | EFAP |
| Location: | 59 North Park Street, Brantford ON-Main Office & Outreach services in the community |
| Start Date: | January 6, 2025 |
| Date Posted: | December 5, 2024 |
| Closing Date to Apply: | December 18, 2024 |

Job Summary

To provide psychoeducational and/or therapeutic, community-based individual and group counselling to men and those who have used, or are at risk of using, violence or abuse in their intimate relationships and/or have been charged with a domestic violence related offence; to provide counselling to men* who have experienced abuse; to provide brief domestic violence intervention services to families at risk; to be a positive role model and advocate for healthy relationships.

**includes trans-men, non-binary, and gender diverse individuals*

Qualifications

- Minimum post-secondary diploma/degree in social services, social work, or other related field is required
- Registered member in good standing with the Ontario College of RSW/SSW or the College of Registered Psychotherapists of Ontario, or eligible to register with one of these colleges, is preferred
- Related experience working in other social service organizations is required
- 3 years' experience in delivering group and individual programming is preferred
- Experience in violence, threat, and/or risk assessment is preferred
- Excellent understanding of the dynamics of domestic violence, intimate partner violence, and gender-based violence and its impact on both the person experiencing abuse and the person who has caused the harm

- Demonstrated knowledge and experience working with diverse populations through an intersectional, trauma-informed, anti-oppressive lens
- Demonstrated knowledge and experience utilizing crisis intervention and de-escalation techniques; Crisis Prevention/intervention training is an asset
- Police check with vulnerable sector screening is required
- Valid Standard First Aid/CPR training is required
- Must possess a valid driver's license and access to insured vehicle
- Ability to lift and carry up to 30 lbs. is required
- Ability to speak a second language is an asset

Essential Knowledge, Skills, and Abilities

- Strong working knowledge of the Partner Assault Response (PAR) Program, the Probation & Parole system, the Criminal Court system, and the Child & Family Services system
- Strong group facilitation skills, with the ability to lead and manage group discussions and activities effectively
- Excellent knowledge of conflict resolution skills, healthy communication strategies, de-escalation strategies, and ability to manage crisis situations
- Excellent conflict resolution, healthy communication, and crisis management skills
- Excellent knowledge of Nova Vita's programs and services
- Excellent knowledge of community resources in Brantford/Brant County
- Ability to manage a flexible work schedule, balance a caseload, and handle competing demands in a fast paced environment
- Ability to demonstrate initiative, creativity, flexibility, patience, and independence
- Ability to model healthy interpersonal relationships, including communication, conflict management, and boundary-setting
- Ability to take initiative, work in a team environment, and collaborate with community partners
- Excellent communication skills, both written and verbal
- Excellent interpersonal, professional, and time management skills
- Proficient in Microsoft office, database entry, Zoom and other technology communication platforms

Duties and Responsibilities

- Conduct intakes and assessments for individuals who have used violence or abuse in their relationships
- Deliver group education and counselling services to men and individuals mandated by the court to attend due to a domestic violence-related criminal charge
- Provide support services, safety plans, and referrals to victims/survivors or current partners of individuals in the Challenge to Change program
- Provide effective brief intervention and/or case management services to individuals and/or families within a trauma-informed, harm-reduction, and inclusive framework
- Ensure timely and effective sharing of information with internal and external services where appropriate
- Maintain accurate and timely documentation
- Work cooperatively with staff, volunteers, students and community partners
- Work collaboratively with Police, Probation & Parole, the Crown Attorneys, and Child & Family Services as needed
- Actively participate on relevant internal and/or external committees
- Assist in the development and implementation of departmental programs and services
- Stay updated with relevant information and interventions for interpersonal violence
- Assume other duties and responsibilities as required

Accountabilities

- Adhere to a strict code of client confidentiality
 - Comply with relevant legislation and Nova Vita policies and procedures
 - Maintain health and safety requirements at all times, including COVID-19 prevention protocols
 - Maintain professional and ethical boundaries with clients and community partners
 - Complete all documentation as required and in a timely manner to meet professional standards
 - Engage in regular supervision with the Community Counselling and Operations Manager
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Application

If you require accessibility accommodations during the recruitment process, please notify us to arrange reasonable and appropriate accommodation. Nova Vita is an equity-seeking employer and strives to be reflective and inclusive of the communities we serve. We encourage individuals who identify as Indigenous, racialized, immigrant, 2SLGBTQIA+, or disAbled to apply. We appreciate your interest in this employment opportunity, however only those selected for an interview will be contacted.

Interested and qualified applicants should submit their resume and cover letter by December 18, 2024 at 4:00pm to the attention of:

Human Resources

Nova Vita Domestic Violence Prevention Services

Email: HR@novavita.org

Email Subject: Community Counsellor - Challenge to Change - March 2025
