



JOB POSTING: ADDICTION SERVICES CENTRAL ONTARIO

JOB POSTING 2025.04FT

ADDICTIONS AND MENTAL HEALTH COUNSELLOR 2 – BLACK MENTAL HEALTH & ADDICTIONS PROGRAM

Full-time Permanent

Addiction Services Central Ontario (ASCO) is a charitable, community-based addiction services organization with its main office located in Aurora, Ontario that provides programs and services in York Region, South Simcoe and some parts of Toronto.

ASCO unites to support individuals to achieve their goals by offering hope and promoting well-being. Addiction Services Central Ontario takes pride in its passion for client service. Each day presents new opportunities to demonstrate leadership and expertise in addictions to the community. ASCO embraces a holistic, biological, psychological, social and spiritual approach to addiction. A holistic approach places the person at the centre. The agency uses a harm reduction approach in addiction treatment and equally respects individuals who choose abstinence or harm reduction. ASCO's three strategic priorities are: Develop Our People, Drive System Leadership in Integrated Care and Advance Clinical and Operational Excellence.

ASCO is seeking a highly motivated and energetic individual to work as an **Addictions and Mental Health Counsellor 2** for a new program focused on Black Mental Health and Addiction support for families, children and youth.

The Addictions and Mental Health Counsellor 2, provides direct service to an assigned caseload of clients presenting with addictions and/or mental health concerns and their families in accordance with the agency's guidelines and reporting to the Assigned Supervisors. This position will focus on initiatives to support culturally sensitive care for Black families, youth, and children. This opportunity is aimed at reducing health inequities in line with Ontario Health's "A Black Health Plan for Ontario."

The Addictions and Mental Health Counsellor 2 position will offer services in York Region and North Durham, as determined by the agency, and will work closely with the agency's partners, as requested, to assist the agency in achieving the goals set out by the agency, and its funders. This position provides services in various capacities to ensure we meet the needs of clients where they are located.

ASCO is required to follow all public health and provincial directives as well as of those of our Ontario Health Team partners as related to the pandemic and other health issues that may come forward, including but not limited to vaccination requirements.

This is a Permanent Full-time position for 35 hours per week, with a minimum of **two evenings per week**. Weekend work is also expected (i.e. some Saturdays). A minimum of 2 shifts per week in person is required. This position will initially be based in the Aurora office location. Please note that the position may relocate in future to another location within York Region. The hourly rate is \$34.44.



Why work at ASCO?

- 3 weeks' Vacation earned in the first year (accrued monthly); 4 weeks Vacation (accrued monthly) earned second year
- HOOPP Pension Plan for all permanent Full-time and Part-time staff
- 3 Flex Days to be taken throughout the year
- 15 days' Paid Personal time
- Education Allowance provided up to \$300 per fiscal year
- 5 Education Days per fiscal year provided for personal and professional development
- Comprehensive Benefits package
- Employee Assistance Plan
- Various employer-paid training programs
- Mileage reimbursement when required
- Free on-site parking
- Perkopolis Membership available

Duties and Responsibilities include but are not limited to:

Assessment

- a. Comprehensive: Assess the level, pattern, and dynamics of the alcohol and/or drug use by an individual, as well as the client's overall functioning, including physical and mental health, and their social location including social status and support network dynamics.
- b. Specialized Topical Assessment: Evaluate specific aspects of the client's functioning by using tools and processes designed for specialized assessment purposes.
- c. Ongoing Assessment: Re-assess the client's substance use and mental health, functioning, and situation regularly & in consultation with the larger interdisciplinary team.

2. Formulation

Develop a treatment plan and select appropriate treatment strategies on the basis of information gathered through the assessment processes.

3. Feedback

Provide either written or verbal information regarding the assessment findings and the case formulation to the client and to referral sources that request this information, including physicians, Nurse Practitioner and RPN working to support the medical aspect of the client's care.



4. Referral to Other Services

- a. Redirect individuals whose assessed needs cannot be met on a short-term, outpatient basis to appropriate specialized (e.g. medical, psychiatric, inpatient or day addictions treatment, family therapy) programs.
- b. Provide formal, structured follow-up and intervene as necessary and appropriate.

5. Consultation

Provide consultation and problem-solving assistance to professional colleagues and members of the community who are concerned about substance use and mental health of an individual who is not likely to become a client of the agency.

6. Goal Setting

- a. Assist the client to identify problems and goals.
- b. Develop and implement, with the client, a formal, systematic, and ongoing goal setting process that includes; identification of perceived problems, negotiation of specific functional targets and attendant courses of action as well as ongoing re-evaluation of the goals and plans.

7. Skills Teaching

- a. Provide skills teaching to clients and/or staff in selected areas of functioning attendant to rehabilitation for substance use through general instruction.
- b. Formal skills teaching to clients and/or staff using counselling approaches, skills coaching and related activities.

8. Supportive Counselling

- a. Support and guide the client in reaching their goals and in addressing identified issues.
- b. Ensure counselling is conducted with an Anti-Oppression and Anti-Racism (AOAR) framework and through an AOAR lens.
- c. Draw upon own lived experience of racism to support and guide client.

9. General Structured Counselling

Provide systematic, short-term, and structured counselling to individuals, groups, families, children and youth in relation to specific issues.

10. Clinical Therapy

Provide addiction counselling services that are aligned with best practice models of intervention based upon the clients' presenting concerns, identified needs, and established goals related to substance use and mental health.



11. Crisis Intervention

- a. Medical/Psychiatric Crisis: Identify that client requires medical/psychiatric intervention and assist the client to obtain appropriate help.
- b. Psycho-Social Crisis: Provide appropriate clinical intervention and counselling to agency clients.
- c. Instrumental Crisis: Provide supportive intervention and problem-solving assistance related to practical issues.

12. Supportive Consultation to Client's Family/Friends

Provide supportive consultation services to clients' significant others on how best they can support themselves and a loved one with addiction and/or mental health concerns.

13. Case Co-ordination

Ensure continuity of service to clients through a continuous process of service matching, co-ordination, outreach to resources frequently used by the client population, referral, and follow-up.

14. Client Advocacy

- a. Act on behalf of and/or with the client by representing the client's needs as required in order to both accomplish the client's goals and teach self-advocacy skills.
- b. Advocate for the mental health and addiction needs of Black children and youth, promoting access to equitable care and addressing systemic barriers.

15. Group Facilitation

- a. Coordinate and facilitate psycho educational and therapeutic counselling groups to diverse clients with substance use and mental health concerns that are consistent with program services and goals.
- b. Participate in Group Services delivery upon completion of orientation, shadowing and training.

16. Network Development

- a. Social Support: Work with the client and/or significant others to develop or restore the client's natural support system - family, friends, co-workers, support networks, circle of care, etc.
- b. Resource Linking: Establish relationships with other community groups and organizations including but not limited to York Region Black-Run Associations, York Region District School Board, York Catholic District School Board relevant services that will support the client's functioning. Participate in inter-professional collaboration with the local hospitals in providing services.



17. Satellite Office Services

Provide accessible casework services that are tailored to the local community's needs within ASCO's satellite offices.

18. Clinical Administrative Functions

- a. Maintain client records including case notes, assessments, treatment plans, service activity logs and discharge summaries.
- b. Contribute to management information systems and program statistical reports.
- c. Provide data on an ad hoc basis for special purposes.
- d. Develop special reports including Ad-Hoc reports as requested.
- e. Participate in regular administrative team meetings and in improving service delivery process.

19. Public Education

- a. Educate community agencies and professional groups to address the unique mental health and addictions needs of the Black community as assigned by the Supervisor.
- b. Assist in developing educational materials to raise awareness about available mental health and addictions services for the Black community.

20. Supervision

Participate in both regular individual supervision/and group clinical supervision and regular observation of casework with your assigned Operational Supervisor and Clinical Supervisor.

21. Professional Development

- a. Participate in in-house peer consultation/supervision and staff training programs.
- b. Continuously upgrade skills by attending related courses and reading relevant literature.

22. Additional duties

- a. Provide direct service to clients as assigned by the Operational and/or Clinical Supervisor
- b. Drive/Operate and provide services on the Mobile Rapid Access Addictions Medicine (M-RAAM) unit, when assigned
- c. Perform agency duties as assigned (e.g. Education groups, Treatment groups, Aftercare groups, Friends and Family groups, presentations, etc.)
- d. Support other teams, programs and services within ASCO as required

Other duties as assigned.

Qualifications

- Bachelor's degree in social sciences or a health-related discipline OR minimum 5+ years' direct clinical



experience in addictions and mental health

- Member or member in progress with one of the regulatory colleges under the Regulated Health Professionals Act ex: College Registered Psychotherapists of Ontario; Ontario College of Social Workers and Social Service Workers
- Lived experience of Black racism including a solid understanding of the impact of Black racism and other oppressions on health and mental health
- Minimum 2 years of addictions and mental health counselling experience
- Demonstrated experience working effectively with racialized communities/individuals who face barriers accessing services and experience in approaching work from an equity lens
- Strong understanding of systemic barriers, stigma, and cultural factors affecting the Black community
- Knowledge and experience working with a range of clients presenting with substance use and mental health
- Knowledge of historical and contemporary issues impacting Black mental health, including anti-Black racism, intergenerational trauma, and social determinants of health
- Demonstrated experience working with Black families, children and youth
- Extensive training and experience working with trauma
- Solid experience and awareness of the needs of working in marginalized communities and with marginalized populations
- Strong knowledge of crisis intervention, harm reduction and recovery principles
- Strong knowledge of concurrent disorders a definite asset
- Ability to work effectively with a diverse and interdisciplinary team
- Ability to evaluate programs/services considering client needs and service delivery within a complex environment.
- Ability to do addiction assessments independently and provide comprehensive treatment planning and treatment to clients with addiction issues.
- Ability to facilitate psycho-educational and process groups to diverse clients with substance use issues
- Ability to foster a strong therapeutic alliance with clients from marginalized communities
- Ability to assess and provide treatment through a strengths-based framework
- Sound knowledge, awareness and understanding of anti-oppression and anti-racism (AOAR) practices
- Knowledge and experience in harm reduction strategies
- Ability to facilitate psycho educational and therapeutic groups to diverse clients with substance use and mental health concerns
- Excellent organizational and administrative skills
- The ability to work independently
- A working knowledge of data management systems (TREAT preferred)
- Excellent English communication skills, both verbal and written
- The ability to provide services in French and any additional languages a definite asset
- A valid driver's license and access to an insured vehicle
- A successful Police Vulnerable Sector Check, as per agency policy and procedures



Please apply by sending your resume and cover letter detailing what interests you about this opportunity and experience you have that sets you apart from others.

External Applicants: [APPLY ONLINE](#)

Closing date: Until Filled

The process we will undertake to recruit for this role includes:

- Initial screening of resumes and covering letters
- Those who are successful in moving through the initial screening process, will be asked to participate in a brief telephone interview
- Those who are successful in the telephone interview will be asked to attend a face-to-face interview to gain a better understanding of the role, as well as, provide you the opportunity to discuss how your experience fits well with this opportunity.

We are an equal opportunity employer and welcome applications from diverse individuals who self-identify on the basis of any of the protected grounds under the Human Rights Code, and we encourage you to reflect upon the diversity you would bring to this role within your application. We are wholly committed to integration and to building a diverse, inclusive, accessible and respectful workplace where every employee has a voice and is given the opportunity to fully contribute, ensuring an equal employment environment without discrimination or harassment, while maintaining the independence of individuals and removing barriers to accessibility in the workplace. We remain committed to full compliance with the Human Rights Code, the Accessibility for Ontarians with Disabilities Act, the Occupational Health and Safety Act, and all other applicable legislation.

ASCO is committed to diversity within its community and especially welcomes applications from racialized persons/ persons of colour, women, Indigenous people, persons with disabilities, LGBTQ2 persons, and others who may contribute to the further diversification of ideas. Applicants who require special accommodation in order to complete their application/ interview are encouraged to contact our HR representative of the accommodation measures required which will enable you to be interviewed in a fair and equitable manner. Information received relating to accommodation measures will be addressed confidentially.

WE WELCOME ALL APPLICATIONS, HOWEVER, ONLY THOSE SELECTED FOR AN INTERVIEW WILL BE CONTACTED