



JOB POSTING: ADDICTION SERVICES CENTRAL ONTARIO –

JOB POSTING 2026.08 FT

ADDICTIONS COUNSELLOR 2 – DAY/EVENING TREATMENT PROGRAM

Supporting other teams, programs and services as required

Permanent Full-Time – 1 Position

Addiction Services Central Ontario (ASCO) is a charitable, community-based addictions and mental health organization with its main office located in Aurora, Ontario and 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 center. 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 motivated individual for the new position of Addictions Counsellor 2 supporting the new Day/Evening Treatment program, working in an interdisciplinary team setting. This position will be supporting other teams, programs and services within ASCO as required.

The Addictions Counsellor 2 will be a part of a new program at ASCO, the Day/Evening Treatment Program. The role will work alongside the clinical supervisor in the development, implementation, and facilitation of the Day/Evening Treatment Program. The role will include assessment and enrollment into Day/Evening treatment program, daily/weekly individual clinical support for day/evening treatment program participants, co-facilitation of program, collaboration with participants primary clinicians internally and externally, etc. The role will require proven clinical experience and competence in group facilitation skills.

The Day/Evening Treatment program will offer an in-person treatment option for clients who are looking for, and may benefit from, a more intensive, consistent, structured program to help address substance use concerns in a supportive environment. This group-based program will incorporate a variety of topics essential in early recovery, coping strategies, skill development, and a safe setting to process and address the connection between substance use and underlying issues to help participants work towards personal recovery goals.

The position to be filled is a new permanent full-time position, for 35 hours per week (i.e. 5 days per week), and **will require a minimum of 4 on-site in-person days per week and at least one evening per week**. Weekend work is also expected (i.e. some Saturdays). The hourly wage rate is \$37.78. This position is within the Bargaining Unit.

This position will be based in the Aurora office location, reporting to the Assigned Supervisor.

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.

Why work at ASCO?

- 15 days' Vacation to start (accrued monthly); 20 days' Vacation (accrued monthly) after one (1) year of continuous service
- HOOPP Pension Plan for Permanent Full-time and Part-time staff
- 4 Flex Days per fiscal year
- 15 days' Paid Personal time (accrued monthly)
- Education Allowance provided up to \$400 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:

1. Assessment

- Comprehensive: Assess the level, pattern, and dynamics of the alcohol and/or drug use by an individual and impacts on their physical and mental health. Explore a client's social determinants of health to understand both a client's protective and risk factors.
- Ongoing Assessment: Re-assess the client's substance use, functioning, and situation regularly & in consultation with the larger interdisciplinary RAAM team when necessary.

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, NPs working to support the medical aspect of the client's care only with client consent.

4. Referral to Other Services

- 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.

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

- Assist the client to identify problems and goals.
- Develop and implement, with the client, a formal, systematic, and ongoing goal setting process that includes; exploring client identified areas of challenge, collaboratively developing specific treatment goals as well as ongoing re-evaluation of the goals and plans.

7. Skills Teaching

- Provide skills teaching to clients and/or staff using specific strategies that support substance use recovery.
- Formal skills teaching to clients and/or staff using counselling approaches, skills coaching and related activities.

8. Supportive Counselling

- Support and guide the client in reaching his/her goals and in addressing identified issues.
- Ensure counselling is conducted with an Anti-Oppression and Anti-Racism (AOAR) framework and through an AOAR lens.

9. General Structured Counselling

- Provide systematic, short-term, and structured counselling to individuals and/or groups 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

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

12. 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.
- Collaborate & provide feedback to interdisciplinary team members to ensure continuity of care using client-centred approach.
- Collaborate with third party organizations who are also involved in the client's care ie. Children's Aid Society, Probation and Parole Officers, other health practitioners, etc.

13. Client Advocacy

- 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.

14. Group Facilitation and Group-Based Services

- Coordinate and facilitate group-based services (e.g. Education groups, Treatment groups, Aftercare groups, Friends and Family groups, presentations, etc.) to clients with substance use issues that are consistent with program services and goals.
- Provide supportive family and friends group sessions to clients' significant others on how best they can support themselves and a loved one with addiction concerns.
- Participate in Group Services delivery upon completion of orientation, shadowing and training.

15. Network Development

- Social Support: Work with the client to develop or restore the client's natural support system - family, friends, co-workers, support networks, circle of care, etc.
- Resource Linking: Establish relationships with other community groups and relevant services that will support the client's functioning. Participate in inter-professional collaboration with the local hospitals in providing services.

16. Satellite Office Services

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

17. Clinical Administrative Functions

- Maintain client records including case notes, assessments, treatment plans, service activity logs and discharge summaries.
- Contribute to management information systems.
- Participate in regular administrative team meetings and in improving service delivery process.

18. Public Education

- Educate community agencies and professional groups as assigned by the Supervisor.

19. Supervision

- Participate in both regular individual supervision/and group clinical supervision and audits of documentation (such as case notes, assessment and treatment plans) with your assigned Supervisor.
- Support the development of clinical programs and initiatives in conjunction with the Clinical Supervisor.

20. Professional Development

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

21. Additional duties

- Provide direct service to clients as assigned by the program and/or Clinical Supervisor.
 - Provide services in various capacities to ensure the organization meets the needs of clients where they are located, as necessary.
 - Drive/Operate and provide services on the Mobile Rapid Access Addictions Medicine (M-RAAM) unit, when assigned.
 - Support other teams, programs and services within ASCO as required, including picking up clients from assigned waitlists as needed.
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- 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/or 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
- Minimum 2 years of addictions counselling experience
- Able to work a minimum of 4 days per week in person
- Able to work at least one evening per week and some Saturdays
- Knowledge and experience working with a range of clients presenting with substance use and concurrent disorders a definite asset
- Extensive training and experience working with trauma
- Solid experience and awareness of the needs of working in very marginalized communities and with marginalized populations
- Strong knowledge of crisis intervention and recovery principles
- 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 foster a strong therapeutic alliance with clients
- 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, process and therapeutic groups to diverse clients with substance use 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