



JOB POSTING: ADDICTION SERVICES CENTRAL ONTARIO –

JOB POSTING 2024.23FT

ADDICTIONS COUNSELLOR 2 – TORONTO COMMUNITY CRISIS SERVICES

Supporting other teams, programs and services as required

Permanent Full-time

Addiction Services Central Ontario (ASCO) is a charitable, community-based addiction services organization with its main office located in Aurora, Ontario and provides programs and services in York Region, South Simcoe and some parts of Toronto. To better reflect the people and communities we serve, our name has changed from Addiction Services for York Region to Addiction Services Central Ontario. Be sure to visit our website: <https://helpwithaddictions.ca>.

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.

Addiction Services Central Ontario is seeking a highly motivated and energetic individual for the position of Addictions Counsellor 2 supporting North York West and North York Central Toronto Community Crisis Services (TCCS program) in addition to supporting Toronto and North York area clients waiting for service. This position will be supporting other teams, programs and services within ASCO as required.

The Toronto Community Crisis Services (TCCS) program provides support to people experiencing a mental health and/or addiction crisis in northwest Toronto. This program is part of a City of Toronto police reform initiative that is evaluating the effectiveness and impact of non-police-led responses to people experiencing non-emergency crises. This program aims to reduce the harms experienced by people who have mental health and addictions challenges as well as Black, Indigenous, racialized, LGBTQ2+ and other marginalized individuals. The TCCS is governed in partnership with a Collaborative which includes the following organizations:

- Canadian Mental Health Association (CMHA)
- Black Creek Community Health Centre
- Black Health Alliance
- Canadian Mental Health Association Toronto
- Caribbean African Canadian Social Services
- Jane Finch Centre

- Rexdale Community Health Centre
- Yorktown Family Services

The candidate will bring an understanding and knowledge of working with persons with mental health and/or addictions issues as well as an understanding of the intersectionality of systemic barriers and social determinants of health. The candidate will require strong knowledge of systemic and structural factors that impact Black, Indigenous, racialized and LGBTQ2S+ communities. Highly motivated, with exceptional clinical, crisis management and communication skills will be critical to your success. The candidate will have knowledge and/or experience of community services in the northwest Toronto area including Black Creek, Downsview, Rexdale, and Humber neighbourhoods.

The position to be filled 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). The hourly wage rate is \$34.44.

This position will be based out of the North York office, and reporting to the Assigned Supervisor. The incumbent will provide 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.

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?

- 3 weeks' Vacation to start; 4 weeks after one year of continuous service
- Healthcare of Ontario Pension Plan (HOOPP) for 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
- Goodlife Corporate Membership available

Duties and Responsibilities include but are not limited to:

- 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.
- Evaluate specific aspects of the client's functioning by using tools and processes designed for specialized assessment purposes.
- Re-assess the client's substance use, functioning, and situation regularly & in consultation with the larger interdisciplinary RAAM team.
- Develop a treatment plan and select appropriate treatment strategies on the basis of information gathered through the assessment processes.
- 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.

- 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.
- Provide formal, structured follow-up and intervene as necessary and appropriate.
- Provide consultation and problem-solving assistance to professional colleagues and members of the community who are concerned about substance abuse and mental health of an individual who is not likely to become a client of the agency.
- Assist the client to identify problems and goals.
- 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.
- Provide skills teaching to clients and/or staff in selected areas of functioning attendant to rehabilitation for substance abuse through general instruction.
- Formal skills teaching to clients and/or staff using counselling approaches, skills coaching and related activities.
- 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.
- Provide systematic, short-term, and structured counselling to individuals, groups or families in relation to specific issues.
- Provide systematic interpretation using multiple psychotherapeutic modalities, and direction of the client's functioning and situation in order to facilitate the development of specific insights and solutions.
- Identify that client requires medical/psychiatric intervention and assist the client to obtain appropriate help.
- Provide appropriate clinical intervention and counselling to agency clients.
- Provide supportive intervention and problem-solving assistance related to practical issues.
- Provide supportive counselling to clients' significant others on how best they can support themselves and a loved one with addiction.
- 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.
- 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.
- Coordinate and facilitate psycho educational and therapeutic counselling groups to diverse clients with substance use issues that are consistent with program services and goals.
- Participate in Group Services delivery upon completion of orientation, shadowing and training.
- Work with the client and/or significant others to develop or restore the client's natural support system - family, friends, co-workers, church, etc.
- 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.
- Engage in group casework meetings that are consistent with program services and goals and appropriate to the Counsellor's training and experience.
- Provide family or couples counselling (if trained to do so) which is consistent with program services and goals and appropriate to the Counsellor's training and experience.
- Provide accessible casework services that are tailored to the local community's needs within ASCO's satellite offices.
- Maintain client records including case notes, assessments, treatment plans, service activity logs and

discharge summaries.

- Contribute to management information systems and program statistical reports.
- Provide data on an ad hoc basis for special purposes.
- Develop special reports including Ad-Hoc reports as requested.
- Participate in regular administrative team meetings and in improving service delivery process.
- Educate community agencies and professional groups as assigned by the Supervisor.
- Participate in both regular individual supervision/and group clinical supervision and regular observation of casework with your assigned Supervisor.
- Participate in in-house peer consultation/supervision and staff training programs.
- Continuously upgrade skills by attending related courses and reading relevant literature.
- Provide direct service to clients as assigned by Program/Clinical Supervisor
- Provide Outreach services on the LOFT Street Outreach van, when assigned
- Perform agency duties as assigned (e.g. Education groups, Treatment groups, Aftercare groups, Friends and Family groups, GAIN-Q3 Assessments, presentations, etc.).
- 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/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.
- 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.
- 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; GAIN-Q3 certification, a definite asset.
- Ability to facilitate psycho-educational and process groups to diverse clients with substance use 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 and therapeutic groups to diverse clients with substance use issues.
- Excellent organizational and administrative skills.
- The ability to work independently.
- A working knowledge of data management systems.

- Excellent English communication skills, both verbal and written.
- The ability to provide services in French and any additional languages a definite asset.

Other requirements

- 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](#). Deadline to apply: 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