



## Manager, Community Counselling Services

Full-time Indeterminate, In Scope

### Job Summary:

In accordance with best practices, program standards and ethical guidelines, the Manager of Community Counselling Services is responsible for the culturally relevant, and efficient operation of Mental Health and Addiction Service to ensure clients receive safe, quality care as well as timely access to resources. This position plays a key role in establishing an integrated process that will allow the monitoring and evaluation of the quality and safety of care and services provided to a complex and vulnerable client population. This is to ensure harm is not done through inappropriate delivery of counselling and therapeutic services to children, youth, adults, seniors, couples and families through individual or group sessions.

### Job Qualifications:

- Seasoned knowledge of therapeutic treatment options as well as the skill and ability to provide such treatment to people of all ages with mental health and addictions issues.
- Advanced knowledge of clinical supervision theories and techniques, including motivation, education, evaluation, performance standards, and ethical guidelines for the provision of clinical supervision.
- Seasoned knowledge of strategies and interventions that have been scientifically validated for addictions, mental health and family violence. This includes strategies for concurrent or dual disorders, suicide prevention, harm reduction model for certain client groups, use of stages of change model, use of multi-disciplinary teams or health care providers, withdrawal management, use of cognitive behavioural approaches for depression, anxiety, post-traumatic stress disorder and other.
- Working Knowledge of the different referral agencies/services available within the NWT (and community) for those individuals who require in-patient or alternative (such as psychiatric) assessment and care.
- Seasoned knowledge of the biopsychosocial presentation, determinants and precipitators of mental health and mental health disorders and the biopsychosocial presentation, perpetuators and models of addictions (abstinence model, moral model, harm reduction model, etc.) in order to recognize and interpret findings and determine an appropriate treatment plan.
- Working knowledge of epidemiology, etiology, biochemical, developmental and neurological foundations of mental health disorders and addictions.
- Seasoned interviewing, counselling and leadership skills including an ability to listen and have effective communication strategies for dealing with different groups of people in various crisis situations.
- An ability to appropriately use and provide education in the use of clinical, diagnostic and treatment planning terminology with clients, other health care providers and referral agents.
- Seasoned knowledge of the *Diagnostic Standards Manual of Mental Disorders Fifth Edition (DSM – 1V)*, classification system, psychopharmacology and psychophysiology of disorders.
- Seasoned knowledge of current trends in addressing psychological outcomes of violence, including interpersonal therapy, supportive counselling, group support and cognitive behaviour strategies.
- Knowledge of and an ability to refer clients to traditional healers and elders.
- Ability to apply knowledge of the NWT Mental Health Act and knowledge of Child and Family Services Act and other applicable policies and NWT legislation.
- Understanding of the community demographics, values, culture and history to be able to participate in community development issues.
- Knowledge of and an ability to network resources within and outside the region to ensure support for clients and their families.
- Seasoned knowledge and skill in modeling and educating about of the importance of and limitations to confidentiality.
- Ability to communicate (orally) effectively in a cross cultural setting
- Ability to draft written documents, which are clear, concise and easy to understand by both professionals and non-professionals.
- Adherence to a professional code of ethics.
- Good office computer skills and knowledge.

The knowledge, skills and abilities required for this position are typically attained by a Master's degree in counselling psychology, clinical psychology, or social work with three years of relevant counselling experience in a scope of practice or experience restricted to addictions, mental health, and/or family violence, or an equivalent combination of education and experience. The education or work experience of the Manager should include clinically supervised experience. Clinically Supervised education or work experience includes counselling and clinical experience obtained under a qualified supervisor and includes at least 800 hours where at least 400 hours is direct client contact. In addition, the incumbent must have proven supervisory and program design/evaluation experience. A minimum of two years' experience in an in a supervisory/managerial role is required.

A copy of the full Job Description can be found at [www.hayriverhealth.ca](http://www.hayriverhealth.ca) under the 'Employment' tab.

**Salary:** Range 19, \$54.64 to \$65.26 per hour  
**Status:** Full-time Indeterminate, In-Scope  
**Competition #:** 113-22  
**Closing Date:** Open

In addition to an attractive salary, we offer a Northern Allowance of \$2.60 per hour up to \$5,282 per year. All job offers are subject to references, a satisfactory Criminal Records Check (including vulnerable sector search) and an Employee Health Risk Assessment. HRHSSA has a COVID-19 Vaccination Policy in place. Selected candidates are required to provide proof of a full series of an approved COVID-19 vaccination. Only those candidates selected for an interview will be contacted. HRHSSA

Interested applicants must submit a resume quoting Competition number to:

**Human Resources**  
Hay River Health & Social Services Authority  
37911 Mackenzie Highway  
Hay River, NT X0E 0R6  
Fax: (867) 874-8341 Phone: (867) 874-8345  
[hrhssa\\_competitions@gov.nt.ca](mailto:hrhssa_competitions@gov.nt.ca)

If you would like this information in another official language, contact us at (867) 874-8111  
Si vous voulez ces informations dans une autre langue officielle, contactez-nous à (867) 874-8111