



# LGBTQ Community Counsellor

<b>Position:</b>	LGBTQ Community Counsellor
<b>Program:</b>	David Kelley LGBTQ and HIV/AIDS Counselling Services (DKS)
<b>Contract:</b>	Temporary full-time – 35 hours per week  To January 20, 2020 with possible extension
<b>Location:</b>	355 Church Street
<b>Salary:</b>	\$53,940 - \$66,437 BU Grade 8
<b>Application Deadline:</b>	August 13, 2018; 5.00pm
<b>File Number:</b>	DKS #12-18 – with cover letter and resume
<b>E-Mail:</b>	<a href="mailto:hrdep@familyservicetoronto.org">hrdep@familyservicetoronto.org</a>
<b>Mail:</b>	HR, Family Service Toronto, 355 Church Street, Toronto, ON M5B 0B2
<b>Web:</b>	<a href="http://familyservicetoronto.org">familyservicetoronto.org</a>

Family Service Toronto (FST) helps people face a wide variety of life challenges. For over 100 years, we have worked with individuals and families destabilized by precarious mental health and/or socioeconomic circumstances, to achieve greater resilience and stability in more just and supportive communities. We achieve this through our direct service work of intervention and prevention which includes counselling, peer support and education; knowledge building; and system-level work including social action, advocacy, community-building and working with partners to strengthen the sector.

David Kelley LGBTQ and HIV/AIDS Counselling Services (DKS), a program of Family Service Toronto, provides counselling service to clients identifying as lesbian, gay, bisexual, transgender and queer and to people living with/affected by HIV/AIDS.

Reporting to the Manager, David Kelley Services, and as part of the DKS team, the LGBTQ Community Counsellor will provide assessment and counselling to a diverse range of individuals, couples and families and will deliver service primarily to women accessing the LGBTQ program. The Counsellor will be involved in program development including the delivery of workshops or groups as required. The counsellor may provide service to clients of the HIV program as required. When appropriate, all DKS counsellors are expected to use their own experience relevant to disclosure, and to be role models for their clients when dealing with family, the workplace, media and society in general. We are committed to developing a service team that reflects the clients we serve in all its diversity. We encourage LGBTQ identified individuals from culturally diverse communities to apply.

**In applying, please clearly identify how you meet the specific qualifications outlined.**

## **RESPONSIBILITIES**

- Provide assessment, referral, and short to medium term counselling services to clients identifying as lesbian, gay, bisexual, trans and queer (LGBTQ)

- Participate in program development including delivery of workshops or groups
- Provide assessment and counselling service to persons living with and affected by HIV/AIDS as required
- Participate in and keep informed about the network of services available to LGBTQ communities in the Toronto area and to persons living with and affected by HIV/AIDS
- Participate actively in clinical consultation with DKS team to ensure the provision of high quality and timely service to clients
- Prepare excellent written clinical assessments, case notes, reports and letters
- Administer clinical outcome evaluation tools as well as complete all the required program / agency evaluations / research in a timely manner
- Complete all required documentation within the allotted timelines using a computer database as per FST policies and procedures
- Act as a field practicum supervisor for MSW students and supervise clinical MSW volunteers
- Identify and pursue ongoing professional development activities to increase skills in the interests of serving our clients
- Represent and promote the interests of clients, the David Kelley Services and FST within external committees and networks
- Ensure the regular and timely recording of data as required by the funder(s) and as per FST policy
- Collaborate with other staff across the agency as appropriate
- Required to work Monday-Friday, one evening until 9:00 pm, with occasional evening or weekend work for special events

## QUALIFICATIONS

- M.S.W. or equivalent combination of education and experience over a minimum five-year period. Foreign credentials and relevant experience will be considered.
- Registered Social Worker in good standing with the Ontario College of Social Workers and Social Service Workers (OCSWSSW) or the College of Registered Psychotherapist of Ontario (CRPO)
- Minimum of five to seven years clinical experience working with a variety of counselling interventions including brief therapy approaches
- Demonstrated clinical training, experience and competence in at least two clinical modalities
- Demonstrated clinical knowledge and experience working with trauma
- Demonstrated clinical knowledge and experience working with couples
- Demonstrated experience in providing counselling to individuals, particularly female, identifying as lesbian, gay, bisexual, trans and queer
- Lived experience, demonstrated involvement in, demonstrated leadership and established credibility in the LGBTQ communities
- Knowledge and understanding of the culture and history of lesbians and gay men, bisexuals and transgender individuals and the issues affecting them and their communities;
- Lived experience, knowledge of and previous experience working with marginalized, culturally diverse communities
- Knowledge and understanding of the bio/psycho/social impact of HIV/AIDS on individuals and the LGBTQ communities and experience providing counselling to persons living with or affected by HIV/AIDS
- Demonstrated commitment to principles of social justice, cultural competency and equity and inclusion

- Experience providing clinical support to students and volunteers
- Experience delivering workshops and training
- Excellent written and verbal communication skills
- Extensive knowledge of community resources and supports
- Demonstrated ability to work in a team and independently
- Flexibility to work evenings; occasional week-ends as required for events and community work
- Satisfactory Criminal Reference Check with Vulnerable Sector Check completed within the past 12 months

In accordance with Ontario Human Rights Code, Accessibility for Ontarians with Disabilities Act, 2005, and FST's Equity and Inclusion policy, accommodation will be provided in all parts of the hiring process. Applicants need to make their needs known in advance.

We thank all applicants and will contact the individuals selected for an interview.

**No phone calls please.**