



UNION JOB DESCRIPTION

JD4486

JOB TITLE:	Youth & Family Addiction Counsellor	JOB DESCRIPTION NO.:	4486
CLASSIFICATION:	Disciplines Allied to Social Work P1	GRID/PAY LEVEL:	H-I-P1
COLLECTIVE AGREEMENT:	Health Science Professionals	HSCIS NO.:	50001
UNION:	BCGEU	JOB/CLASS CODE:	50001
PROGRAM/DEPARTMENT:	Population & Family Health; Child Youth & Family - Youth and Family Addiction	BENCHMARKS (If Applicable):	
REPORTING TO:	Program Coordinator		
FACILITY/SITE:	Various VIHA sites SI/CI/NI		

JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority, patient safety is a priority and a responsibility shared by everyone at VIHA; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

Reporting to the Program Coordinator and working as a member of a multidisciplinary health and human services team the Youth and Family Addiction Counsellor provides intake, assessment, intervention, education, treatment, consultation and referral for clients experiencing alcohol and drug, concurrent concerns or other behavioural health issues. The Counsellor works with youth, their families, caregivers and other supports to provide individual assessment of each youth's particular situation, assists each youth to set goals and develop plans which minimize the harms associated with substance use and/or other behavioural health issues in order to maximize their capacity to develop and work towards the goals which have been identified.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. As a member of a multidisciplinary team, provides alcohol, other drug, or other behavioural health treatment services in various youth settings in the community (e.g. MCFD sites, Schools) by:

- Screening referrals through the intake process to ensure clients meet service mandate;
- Providing comprehensive assessments;
- Developing a comprehensive service plan in collaboration with the client, families/caregivers/supports and other relevant service providers;
- Utilizing a variety of effective modalities that benefit clients.
- Promoting and facilitating client independence and self-determination by working in a client-directed and collaborative manner;
- Advocating for person/s served;
- Coordinating client services using a strength-based case management model;
- Providing culturally aware and gender sensitive services;
- Documenting client information including: assessment, goals, plans, relevant observations, interventions and outcomes in client records;

- Utilizing client feedback to monitor, evaluate and reassess/adjust the working relationship to maximize the potential for client's progress associated with their identified/desired outcomes;
 - Maintaining required statistical documentation;
 - Providing support and education to youth, their families/caregivers/supports, and to allied professionals in the community;
 - Diffusing difficult behaviours in ways that promote safety and optimize maintenance of the relationship.
2. Provides services that are flexible to, and match with each client's particular and changing circumstances and are continuous in all phases of client care and support by:
- Participating in facility discharge planning as required, for the purpose of compiling joint assessment and planning treatment for inpatient and community clients;
 - Collaborating and consulting with other service providers on the multidisciplinary health care team by providing input and feedback;
 - Attending at various sites in the community
 - Developing community support plans in collaboration with the client, family and other beneficial client supports so as to maximize the client's inclusion in the community and success with their meaningful life goals.
3. Carries out quality assurance, accreditation activities and projects, which include the following:
- Analyzing and acting upon information received through incident reports, evaluations and other data.
 - Collecting and compiling statistical data for program development, research and evaluation purposes.
 - Contributing to the development of outcome measures for Youth & Family Addiction Services.
4. Assumes an active role in public education as it relates to this program and/or youth needs/services;
- Participates in advisory committees or task forces for agencies in the community;
 - Participates in or, leads community development with other agencies;
 - Participates in, or consults with community recreational or educational activities
5. Performs other related duties as assigned.

QUALIFICATIONS:

Education, Training And Experience

Baccalaureate Degree in a health or human services related discipline, including counselling content, from an approved post-secondary institution. Two (2) years recent experience in a counselling role with youth where substance use is a major issue. Understanding of alcohol and drug issues relating to youth, substance use assessments, treatment methodologies, strength-based case management, intervention strategies, the change process, and community dynamics. Knowledge of and experience with a range of emotional, behavioural and mental health issues specific to the youth and family population. Knowledge, skill and experience with individual, family and group counselling. Travel is a requirement of this job. Travel arrangements must meet the requirements of the program.

Skills And Abilities

- Demonstrated understanding congruent with the range of services and treatment of alcohol and drug issues, from misuse to dependency.
- Ability to communicate effectively, both verbally and in writing.
- Ability to deliver empathic/non-judgmental age and gender sensitive service and to relate well with people from a wide variety of socio-economic and cultural environments.

- Demonstrated foundation in counselling evidence-based modalities and approaches - Client Directed - Outcome Informed (CDOI) used within the field of practice including, but not limited to Motivational Interviewing, Cognitive Behavioural Therapy approaches, and the Transtheoretical Model of Change.
- Demonstrated ability in problem solving and ethical decision-making.
- Demonstrated ability to engage clients through the use of sound judgment, good observation and attending skills, tact and empathy.
- Ability to engage in productive clinical supervision processes.
- Ability to work independently, demonstrating initiative, with limited supervision.
- Ability to work cooperatively as part of a multidisciplinary team.
- Ability to promote and support positive change and independence.
- Ability to physically and emotionally carry out the duties of the position.
- Ability to operate a personal computer with a variety of windows based software.
- Ability to foster good public relations