



## Youth and Family Counselor, Young Moms Program (*Compensation Updated*)

**Classification:** Permanent Full Time

**Placement:** Immediate (negotiable)

**Salary Range:** \$28.00 - \$29.00 per hour (\$50,960 - \$52,780 annually)

**Benefit Plan:** Yes (*see below*)

**Pension Plan:** Yes (*see below*)

### **Nature and Scope:**

The Y Young Moms Program (YMP), operated by the YMCA-YWCA of Vancouver Island in partnership with the Kiwanis Club of Victoria, is a second stage supportive housing program. YMP offers safe, affordable housing for young mothers (aged 16-29) and their child under the age of five years, in 10 self-contained units. The YMP counseling and parenting program uses a harm reduction, strength based and trauma informed approach to support young women to develop their parenting and life skills while building resilience and reducing risk. Reporting to the Program Manager, the counsellor provides a wide variety of supportive services including: supportive individual and group counseling; crisis intervention; harm reduction and risk assessment; parent assessment and development of parenting skills; liaison with community agencies; support with housing search; daily living activities support; and reconnecting to the community.

The successful candidate must be available to work a variety of shifts including evenings and weekends. The standard 35-hour work week is from Tuesday-Saturday; flexibility is required to meet the needs of our clients. **This permanent full-time position is entitled to a YMCA-YWCA individual membership; 15 days paid vacation; paid sick days (18 per year, accrued); and a cost-shared benefits package (after completion of the probationary period) which includes:**

- **Health Care, Drug Plan, Dental, Vision, EAP**
- **Extended Health Care and Life Insurance**
- **YMCA Canada Pension Plan (eligible after one year)**

Further benefits are outlined in the Personnel Policies.

### **Major Responsibilities:**

- Participate in the development of service plans for young women and their children with multiple service needs related to mental health issues, substance recovery, family violence, poverty, abuse, or neglect
- Promote and develop young women's independence; monitor and support clients' well-being and goals
- Promote and develop young women's parenting skills through assessment and education on child development, positive parenting, and attachment-based parenting
- Identify changing program needs and ensures effective programming is maintained
- Facilitate access to community resources through referrals and acting as an advocate
- Facilitate groups and drop-ins
- Work in collaboration with the Program Manager to screen referrals and assist in parenting and life skills assessment during intake process
- Provide effective crisis management and conflict resolution

- Maintain current and accurate records in compliance with YMCA-YWCA standards
- Maintain program statistics for the purposes of reporting, evaluation, and program development. Contribute to quarterly and annual program reports
- Adhere to all YMCA-YWCA policies and procedures
- Attend staff meetings and training events as required
- Ensure that building and residences are clean, safe, and well organized

### **Qualifications:**

- Degree in Social Work, CYC, counseling psychology or a related discipline
- Demonstrate a working knowledge of applicable legislation
- Minimum 2 years' experience working with multi-barriered youth; experience supporting young, at-risk families is preferred
- Demonstrated knowledge of childhood developmental stages and parenting strategies
- Experience working with individuals experiencing emotional distress and trauma
- Experience with curriculum development and group facilitation preferred
- Demonstrated ability to work collaboratively with a team and with other professionals
- Be a highly motivated self-starter, innovative, energetic and a team player
- Possess strong skills in advocacy, mediation, counseling skills, and effective interpersonal skills; effective communication skills (written and verbal)
- Be knowledgeable of community resources and referral process
- Possess a valid BC Driver's License (Class 5) with a safe driving record, and a reliable vehicle with adequate insurance
- Current Standard First Aid and CPR C required
- A clear Police/RCMP Criminal Record Check with Vulnerable Sector Screening required
- Proof of full COVID-19 vaccination is required

### **Competencies:**

- Commitment to Organization Vision and Values
- Communication
- Coaching and Development
- Problem solving
- Planning and Organization
- Conflict Resolution
- Initiative

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**To Apply:** Please send a cover letter and resume to:

Human Resources  
 YMCA-YWCA of Vancouver Island  
 Email: [hr@vancouverislandy.ca](mailto:hr@vancouverislandy.ca)

### **Please Note:**

- 1. Application Deadline: Applications will be short-listed for interviews as they are received.**
- 2. Please indicate in your cover letter how you heard about this position.**
- 3. We thank all applicants, but only short-listed candidates will be contacted.**

***The YMCA-YWCA of Vancouver Island is an equal opportunity employer.***