



November 17, 2023

Youth and Family Counselor,

Community Health: Young Moms Program (80-90%) & Pandora Youth Apartments (10-20%)

Classification: Permanent Full Time

Placement: December 2023 (negotiable)

Salary Range: \$29.00 - \$30.00 per hour (\$52,780 - \$54,600 annually)

Benefit and Pension Plans: Yes (*see below*)

Nature and Scope:

The Y Young Moms Program (YMP) and Pandora Youth Apartments (PYA), operated by the YMCA-YWCA of Vancouver Island in partnership with the Kiwanis Club of Victoria and the Victoria Cool Aid Society, are transitional supportive housing programs. YMP offers safe, affordable housing for young mothers (aged 16-29) and their children under the age of five, in 10 self-contained units. The PYA program is a safe and affordable transitional housing and life skills program with 8 self-contained apartments on site, for youth 15-19 years of age. 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. 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; child development assessment; liaise with community agencies; housing search support; daily living activities support; and reconnecting to the community. The applicant will be based at YMP and will provide periodic support to PYA.

The successful candidate is 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:

- Establish and maintain therapeutic relationships with a person centered, trauma informed, solution focused problem solving and motivational counselling approach
- Participate in the development of service plans for young families and youth with multiple service needs related to mental health issues, substance recovery, family violence, poverty, abuse, or neglect
- Promote and develop young women's and youth's independence and personal growth; monitor and support clients' well-being and goals



- Promote and develop young women's parenting skills through assessment and child development education, positive parenting, and attachment-based parenting
- Identify changing program needs and ensure effective programming is maintained
- Facilitate access to community resources through referrals and advocacy
- Facilitate psycho-educational groups, parent support drop-ins, and other programming as required
- Work in collaboration with the Program Manager(s) to screen referrals and assist in parenting and life skills assessment and mental health during intake process
- Provide effective crisis management and conflict resolution including active listening, problem solving, respectful limit setting and reframing
- 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, Child and Youth Care, 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 trauma impacted individuals and an understanding of mental health and substance use issues
- 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)
- Knowledge of community resources and referral processes are an asset
- 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
- Clear Police/RCMP Criminal Record Check with Vulnerable Sector Screening required
- Proof of full COVID-19 vaccination is required (2 doses)

Competencies:

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



YMCA-YWCA
Vancouver Island

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

Human Resources
YMCA-YWCA of Vancouver Island
Email: hr@vancouverislandy.ca

Please Note:

- 1. Applications will be short-listed for interviews as they are received; deadline for applications for initial interviews is 12:00 noon, Thursday, November 30th, 2023.***
- 2. Please note that only short-listed candidates will be contacted.***

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