



December 15, 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 supports young mothers (aged 16-29) and their children under the age of five, in 10 self-contained units; the PYA program has 8 self-contained apartments 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 PYA program is a safe and affordable transitional housing and life skills program. Further information is available here: [Community Health – YMCA-YWCA Vancouver Island \(vancouverislandy.com\)](http://vancouverislandy.com).

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 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
- 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

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.***
- 2. Please note that only short-listed candidates will be contacted.***

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