



## Youth and Family Counselor

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

Classification: Permanent Full Time

Placement: May 2024 (negotiable)

Salary Range: \$31.00 - \$32.00 per hour (\$56,420 - \$58,240 annually, 35-hour work week)

Benefit and Pension Plans: Yes (see below)

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#### 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: screen prospective residents for program admission; individual counselling developing goal plans and provide emotional support; facilitate group programming; parent assessment and support; child development assessment; daily living activities support including supporting parents with housekeeping; crisis intervention; harm reduction and risk assessment; liaise with community agencies; housing search 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](https://www.vancouverislandy.com) (vancouverislandy.com).

The successful applicant for this position will contribute their skills and abilities to a highly dedicated and collaborative team. The standard 35-hour work week is from Tuesday-Saturday; some 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 personal growth and independence, monitor and support clients' well-being and goals.
- Support parents keeping their suites organized and clean.
- Promote and develop young women's parenting skills through assessment and child development education, positive parenting, and attachment-based parenting.



- Facilitate access to community resources through referrals and advocacy.
- Group programming: facilitate parent drop in, weekly discussion circle, community dinner etc.
- Assist with intake and screening process for program placement: program tours, intake interviews, reference checks, program orientation.
- Provide effective crisis management and conflict resolution including active listening, problem solving, respectful limit setting and reframing.
- Adhere to all YMCA-YWCA policies and procedures.
- Ensure that buildings 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.
- Possess strong skills in advocacy, mediation, counseling skills, and effective interpersonal skills, effective communication skills.
- 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

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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. **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.***