



Updated Posting

Youth and Family Counselor

Young Moms Program

Classification: Permanent Full Time

(NOTE: A 4-Day, 28 hour week is a possibility for a qualified candidate)

Placement: June/July 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)

Nature and Scope:

The Y Young Moms Program (YMP) is a transitional supportive housing program, which supports young mothers (aged 16-29) and their children under the age of five, 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. 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. Further information is available here: [Community Health – YMCA-YWCA Vancouver Island](http://vancouverisland.ywca.org) (vancouverisland.ywca.org).

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 with multiple service needs related to mental health issues, substance recovery, family violence, poverty, abuse, or neglect
- Promote and develop young women'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 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 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

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.