



Youth and Family Counsellor

Young Moms Program (Victoria)

Classification: Term Contract (12 month maternity leave)

Placement: Early to mid-August 2025 (to be negotiated)

Salary Range: \$31.50 to \$33.75 per hour (\$57,330 - \$61,425 annually, plus benefits)(35-hr work week)

Benefit 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 (pre-school aged) children, in 10 self-contained units. The YMP counselling 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: facilitating group programming; screening prospective residents for program admission; individual counselling, developing goal plans and providing emotional support; parent assessment and support; child development assessment; daily living activities support; crisis intervention; harm reduction and risk assessment; liaise with community agencies; and reconnecting to the community. Further information is available here: [Community Health – YMCA-YWCA Vancouver Island](https://www.vancouverislandymca-ywca.org/community-health) (vancouverislandymca-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 Sunday to Thursday**; 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, LTD and Life Insurance

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
- 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 circles, community dinners 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 re-framing
- Adhere to all YMCA-YWCA policies and procedures

Qualifications:

- Degree in Social Work, Child and Youth Care, counselling, 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, counselling 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 (prior to start date – not required at the application stage)

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:

- ***The deadline for applications is June 18, 2025.***
 - Note: Applications will be short-listed for interviews as they are received.
- We appreciate all applications however, only short-listed candidates will be contacted

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