

JOB INFORMATION

CONTRACT POSITION OCTOBER 2020
TO MARCH 31, 2021

COUNSELLOR (PSYCHOTHERAPIST), AROUND THE RAINBOW (ATR) PROGRAM

OVERALL PURPOSE / MAIN FUNCTION

The ATR (psychotherapist) is responsible to provide individual counselling services, to youth, young adults and to families with children who are gender diverse, non-binary, trans, intersex and two spirit. The focus of the counselling is to build resilience and provide healing. Additional activities may include advocacy, provision of resources, referral to other programs and contact with service providers including health care, schools, lawyers and community supports.

MAJOR RESPONSIBILITIES

1. Counselling (Psychotherapy) Services: (60 % direct services)

- Provides individual counselling services including assessment, treatment and referrals for gender diverse, non-binary, trans, two-spirit and intersex youth and young adults
- Provides individual counselling for families with children who are gender diverse, non-binary, trans, intersex and two-spirit
- Ensures that counselling services are informed by an understanding of the systemic barriers facing trans, two-spirit, non-binary and gender diverse individuals as well as strategies to overcome those barriers
- Provides counselling services using evidence-informed modalities, based on the assessment of client needs and planned counselling goals established with the client
- Ensures counselling practice is trauma-informed, strengths-based, builds resilience and healing and is flexible to meet client needs
- Provides appropriate referrals to additional resources, including to trans+ positive health care and community based services

TITLE:

Counsellor
(Psychotherapist),
Around the Rainbow
(ATR) Program

REPORTS TO:

Director, Community &
Anti-Violence Programs

TEAM:

Community Programs

LOCATION:

Temporary Remote
Work

HOURS OF WORK:

14 hours/week (2 days);
contract October 2020
to March 31, 2021

UNION/NON-UNION:

Union; salary level 5
Full-time starting salary
range from 50,975.39 to
57,268.47)

Posting Period Tuesday
September 15 -
Wednesday September
30, 2020 at 5:00pm

APPLY TO:

[Counsellor
\(Psychotherapist\) Around
the Rainbow Program](#)

2. Administrative and Support Work- Agency Related

- Attends team meetings
- Attends agency all-staff meetings
- Attends agency and clinical professional development sessions
- Participates in agency committees as required
- Maintains accurate and current records and files
- Completes administrative duties as required for agency records

3. Administration and Support Work- Services Related

- Complete all requirements related to data collection within the program
- Responds, as required, to information and intake and assessment inquiries
- Participates in individual counselling supervisory sessions and in group counselling supervisory sessions
- Maintains accurate, current case files and records using agency electronic systems, including DANIC
- Maintains statistical and other data as required by the agency and its funders
- Writes letters and other support documents based on client requests; ensures all letters are reviewed by clinical or administrative supervisor
- Maintains information about community resources that will benefit clients
- Liaises with partners and other agencies including, but not limited to, community health and resource centres, OCDSB, OCSB, CHEO, YSB and Kind Space.
- Remains current with clinical best practices in the field of gender identity and gender expression

4. Other Duties

- Performs other duties as assigned by the Program Director

Note: This job description is not intended to be all-inclusive. Other duties may be required to meet the ongoing needs of the organization.

STATEMENT OF QUALIFICATIONS

I. Education & Knowledge

- Masters in Social Work (MSW), Masters in Counselling, or equivalent graduate degree

II. Experience

- A minimum of three (3) years of direct counselling (psychotherapy) experience, including one (1) year of experience counselling of trans, gender diverse, non-binary, intersex and two spirit children, youth and families with children who are gender diverse, non-binary, intersex, two spirit and trans
- Lived experience as trans, non-binary and/or gender diverse
- Demonstrated experience in providing individual and/or family therapy
- Experience in providing virtual care – via telephone and/or video conference
- Experience working with diverse populations based on, but not limited to, culture, race, socio-economic status, gender identity, gender expression, gender and sexual orientation

III. Knowledge

- Demonstrated knowledge of therapeutic approaches to working with children, youth and families in the area of gender identity and gender expression

- High sensitivity to psychosocial, social and mental health needs of clients around gender diversity and gender identity
- Knowledge of parenting and parent supports
- Demonstrated knowledge of a range of counselling modalities and interventions, particularly related to gender identity and gender expression
- Demonstrated skills and knowledge related to social and medical transition including gender affirming hormone therapy and trans related surgery support
- Strong knowledge of community resources including those related to gender diversity and gender expression
- Knowledge of the cultural, socio-economic, political and historical factors that contribute to transphobia
- Demonstrated knowledge of professional standards and ethical guidelines for social workers and psychotherapists
- Some knowledge of child custody and access
- Knowledge of diversity including based on culture, ethnicity, gender identity, gender expression, race, ability and sexual orientation

IV. Skills

- Assessment and treatment planning with adults, family and child clients
- Demonstrated skills in analysis of individual and systemic issues impacting clients
- Demonstrated ability to work with complex issues and trauma utilizing a trauma informed approach
- Strong organizational and planning skills
- Technical and computer skills including MS Word, PowerPoint and client data bases
- Excellent communication skills (written and verbal)
- Ability to set goals and prioritize amongst multiple tasks
- Skilled at working independently and taking initiative
- Skilled at building rapport with youth, families and parents
- Strong interpersonal skills
- Skilled at maintaining accurate records

V. Abilities

- Ability to maintain a respectful, collaborative and professional approach and standards with clients and colleagues
- Ability to work with complex issues
- Ability to work as a collaborative team member
- Ability to work independently within program guidelines and best practices

VI. Languages

- Excellent oral and written communication skills in English and French preferred

VII. Working Conditions

- Counselling services must be provided in a secure, confidential office space
- Evening work is sometimes required
- Must pass a police records check for working with the vulnerable sector

IX. Certification/Licensing/Specialized Training

- Must be a member in good standing with a regulated health college as per current standards for practicing social work, or psychotherapy (i.e. CRPO, OCSWSSW)

ADDITIONAL QUALIFICATIONS

- Lived experience as trans, non-binary and/or gender diverse

- Fluency in French is an asset
- Fluency in other languages is an asset

POSTING PERIOD

Tuesday, September 15, 2020 – Wednesday, September 30, 2020.

FSO is committed to employment equity and diversity in the workplace and welcomes applications from women, members of racialized groups/visible minorities, Aboriginal persons, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression. FSO is committed to ensuring that each individual will have genuine, open and unhindered access to employment opportunities.

Accommodations are available for applicants with disabilities throughout the recruitment process. If you require accommodations for interviews or other meetings, please contact us.

While we thank all candidates for their interest, only those selected for an interview will be contacted