



**Full-time Position, Family Counsellor**  
**Northwest Inter-Nation Family and Community Services (NIFCS)**

**JOB OPPORTUNITY**

**Building on Strengths**

**Empowering Others**

**Keeping Children Safe and Connected to their Families & Traditions**

If these statements resonate with you, please consider this opportunity to join the [NIFCS](#) team as a Family Counsellor. There are two (2) opportunities, based in Terrace and Prince Rupert, British Columbia.

**Position Summary:** Are you looking for a rewarding role in which you can make a difference in the lives of others? You are a culturally sensitive Counsellor with strong listening and coaching skills. You have a strong sense of compassion and bring a culturally safe mental health perspective.

This position is responsible for conducting individual and group counselling services for individuals and their families, as well as the planning, development, implementation and coordination of support services. He or she is responsible for the provision of appropriate home and community-based support and prevention services, and the successful delivery of programs that promote healthy lifestyles and relationships for families. Other duties will include attending regular staff and other meetings, being involved in Individual Planning Programs (IPPs) for the families, attending ongoing workshops and continuing education as required. You will work from the designated office or travel to meet clients in their communities and homes.

**Primary Responsibilities and Duties**

- Conduct individual and group counselling sessions;
- Plan, develop, implement, coordinate and evaluate the delivery of Family Support services to individuals and their families;
- Provide specialized home and community-based support and prevention services;
- Deliver programs that promote healthy lifestyles and relationships;
- Assist in the coordination of community development and educational services;
- Provide a safe, nurturing environment for clients;
- Assist clients with disabilities in their personal care;
- Document daily activities and submit detailed reports on a regular basis;
- Attend regular staff meetings;
- Manage Individual Program Plans (IPP's) for clients;
- Attend workshops, career development and continuing education opportunities to maintain an up-to-date working knowledge of issues that affect the position and affected individuals and families;
- Respect and protect the rights of clients, including but not limited to their right to independence, autonomy, and self-determination; their right to choose and practice individual values, beliefs, religion, and culture; their right to privacy and dignity; and their right to live free from retaliation, discrimination, and abuse;
- Promote and encourage each client to maintain an optimum level of health, well-being and self-esteem;

- Maintain and model appropriate personal boundaries with clients, and refrain from involvement with client personal affairs or other business that may constitute a conflict of interest;
- Support clients with problem-solving, compatibility, and conflict resolution;
- Promote the integration and acceptance of clients in the community;
- Assist with the health, safety and personal care requirements of each client;
- Maintain established logs and all other required forms of documentation in a thorough, clear, and legible manner;
- Understand and use correct reporting procedures for serious or unusual incidents, including but not limited to client injury or illness, incidents of aggression, or injury involving employees;
- Communicate effectively with clients using their chosen means of communication where applicable;
- Report all health and safety risks or concerns to the Supervisor;
- Understand and use principles of good hygiene and universal precautions in all aspects of the job;
- Take responsibility for personal health and safety and wears appropriate clothing, footwear, and personal protective gear while on duty;
- Report to work fit and able to perform all job duties and responsibilities and remain alert and attentive throughout every shift;
- Respect and protect the house and its contents, including personal belongings of the clients;
- Respect and protect the privacy of information relating to all company clients, employees, and business affairs;
- Maintain current knowledge and practice of all relevant plans, policies and procedures as established by NIFCS;
- Maintain current credentials as required for employment;
- Perform all duties and responsibilities in a manner consistent with NIFCS Mission Statement, Philosophy, and ethical standards.
- Perform other duties within the scope of the position, as assigned.

#### **Basic Qualifications**

- All employees of NIFCS are required to submit a Criminal Record Check with Vulnerable Screening, comply with the Occupational Health and Safety Act (OHSA), its regulations and all occupational health and safety policies and procedures. Further, to work evening and flexible hours and attend cultural awareness training among other training.
- Pursuant to Section 41 of the BC Human Rights Code, preference may be given to applicants of Aboriginal Ancestry.

#### **Education Requirements:**

- Master's Degree in Social Work (Clinical Specialty or equivalent training/education), Educational Counselling, Clinical Psychology, Child and Youth Care, or equivalent and two (2) years related experience (PhD and 6 months early child experience).

#### **Related Experience:**

- Minimum two (2) years clinical experience working in individual and family counselling services, with responsibility for providing a wide range of community-based health services.

Preference may be given to applicants who have the following:

- Two (2) years Post-Master's degree experience working in individual and family health services, with responsibility for providing a wide range of community-based health services;

**Knowledge, Skills and Abilities**

- At least three (3) years of experience working with social systems or an equivalent combination of experience and education;
- Experience working with First Nations people and communities;
- Knowledge of various therapeutic and counselling modalities;
- Knowledge of assessment and screening tools and modalities in determining violence risk and threat;
- An understanding of rural and remote communities and their inherent challenges and barriers;
- Understanding and ability to practice with Nation based, community-driven philosophy;
- Aware of and applies professional ethics and approaches to resolve ethical dilemmas;
- Ability to establish and maintain strong working relationships with a variety of allied professionals, formal and informal community leaders, and knowledge keepers and/or Elders.

**Working Conditions**

- Travel in this position is required (to clients' residences, communities, foster care homes and other locations as necessary).
- Non-standard hours of work; adjusted schedule.

**Compensation & Benefits**

- You can expect a supportive work environment, a total compensation package which includes a competitive wage, extended health and dental benefits.
- This is a Bargaining Unit position.
- Salary \$63,204.72 - \$72,151.26 annually (effective March 30, 2018) plus any other applicable union increase.
- An eligibility list may be established to fill permanent and/or temporary vacancies.

**Submission Deadline:**

- Open until filled.
- We invite all interested parties to apply by emailing your cover letter and resume in the strictest confidence to Kathleen Bennett, Executive Director at [kbennett@nifcs.org](mailto:kbennett@nifcs.org).