

Job Posting

#25.76 FAMILY THERAPIST/COUNSELLOR

New Roads Therapeutic Recovery Community (TRC)

Please See Below for Shift Details

This posting is open to all qualified applicants.

Our Place Society (OPS) is an organization founded on inclusive and progressive Christian values and principles. We are driven by our values: hope and belonging, teamwork, unconditional love and safety. We work as a team to create a nurturing atmosphere of home and family, where all are welcome. A team approach is critical to living out our mission and values and directing our work.

Position Overview:

This position provides assessment, treatment planning, individual and family counselling, case management planning and implementation of programming for residents in the Therapeutic Recovery Community. Using the tools of the Therapeutic Community Model, the New Roads TRC Family Therapist/Counsellor supports the residents in identifying, understanding and overcoming personal/family problems, and in establishing and achieving realistic goals while promoting community as method. Develops schedules and facilitates group sessions that meet the standards of the Therapeutic Community Model. The TRC Family Therapist/Counsellor conducts group sessions and evaluates program's success.

This position, under the supervision of the Director of New Roads Therapeutic Recovery Community and the Family Therapist/Counsellor participates in program development, implementation and evaluation strategies.

Duties and Responsibilities:

1. Participate in encounters, orientation, and primary groups as available.
2. Attend to individual resident specific needs.
3. Provide individual counselling and family counselling.
4. Attend Morning, Evening, and Celebration and House meetings per schedule.
5. Participate in staff meetings and case conference.

6. Role model behavioral expectations of dress, daily work habits, interpersonal communication, positive attitudes, temperament, emotional self-management and adherence to facility rules.
7. Observe the social and psychological environment of the TRC, increasing resident awareness by providing feedback on behavior and attitudes.
8. Support the philosophy of the TRC being therapeutic, and that the goal of every activity is designed to advance the personal growth of individuals.
9. Arrange, design or foster situations that result in learning experiences that require problem solving, coping and decision-making.
10. Promote use of the community by utilizing behavioral reinforcers and extinguishers.
11. Organize special events and celebrations.
12. Works with resident and their family to support planning for family connection as well as reunification where needed.
13. Open, maintain and close resident files in accordance with policy and procedures.
14. Participate in program development, implementation of TC standards and evaluation processes.

Services provided may include:

1. **Service to Residents and their families:** Interviews residents and families to assess needs and for planning. Identifies core areas of concern to be addressed by family counseling.
2. **Agency Participation:** Participates in agency meetings at Our Place Society; participates in agency and relevant team activities and in-service training as required for the position.
3. **Case Management:** Develops and implements therapeutic plans and programs necessary to meet resident/family goals and objectives. Provides individual, group and family counselling interventions to address identified plans. Will use specific therapeutic techniques depending on resident culture, e.g. traditional aboriginal therapeutic techniques.
4. **Best Practice:** Stays informed of best practice and provides a quality of service to reflect this. Maintains all general systems of reporting and communication to the standards of the Society.
5. **Community Resources:** Maintains knowledge of community resources and provides appropriate referrals to residents to meet their needs.
6. **Support Reunification:** May formulate and facilitate supports for families that foster both connection as well as reunification where possible.
7. **Consultation:** Provides consultation to those working with resident cases, e.g. social workers, probation officers, other organization staff, other professionals with written permission of the resident.
8. **Other duties:** Other associated duties may be assigned as relevant to the position such as working within the clinical team and completing some support and cover off for peers.
9. **After Care:** Connecting with families after discharge to ensure continued supports as needed.

Skills and Abilities:

The New Roads Therapist/Counsellor must be able to:

1. Establish and maintain a therapeutic rapport with resident and their family.
2. Observe and recognize changes in residents and their family dynamics.
3. Assess situations based on individual resident's needs, family needs, program needs, and Society Policy.



Hope and Belonging

4. Make adjustments in services based on individual and their family's levels of competence and emotional state.
5. Communicate effectively, both verbally and in writing.
6. Carry out the duties of the position.
7. Work independently and in cooperation with others.
8. Ability to organize and prioritize.

Qualifications:

1. Master's Degree in a related health or counselling discipline preferred.
2. **Either registered with BC Registered Clinical Counsellors or eligible to become registered.**
3. Registered Marriage and Family Therapist designation preferred.
4. Experience in working with families, the Therapeutic Community Model, intergenerational trauma and drug and alcohol dependent individuals.
5. Training or experience in CBT, DBT, EMDR & ACT and mindfulness-based therapies are an asset.

Working Conditions

Shifts: Part time, 20 hours per week. May be required to work occasional hours during the evenings or on weekends.

Compensation: \$44.58 to \$54.58 per hour

Benefits: Vacation is accrued at a rate of 6% or in accordance with your length of service as per the collective agreement (Article 18.1). Eligible for a 100% employer paid comprehensive benefits plan, including health and dental coverage, after completion of probationary period.

This position requires union membership.

How to Apply:

Eligible candidates are invited to submit a covering letter with their resume detailing their related background, experience, and qualifications by 3pm on Thursday, July 3, 2025 to careers@ourplacesociety.com or to Our Place Society, Attention Ryan Brost, HR Manager, 1027 Pandora Ave, Victoria, B.C. V8V 3P6. Please quote "File #25.76 – Family Therapist/Counsellor" in the subject line.

Please note: All applications must have a cover letter to be considered.

We appreciate your time and interest in the position. However, due to the volume of applications, only shortlisted candidates will be contacted.

Our Place Society is an equal opportunity employer. We value the diversity of the communities we serve and are committed to engaging and developing a diverse and inclusive workforce. Our Place Society welcomes applications from First Nation, Inuit, Métis, New Canadian, differently-abled, and LGBTQ2S communities.