



Job Posting – Egale Youth Services Clinical Counsellor

Department	Clinical Counsellor
Reports to	Program Manager, Egale Youth Services
Posting type	Internal / External
Term	Regular, Full-Time
Level / Salary range	Experienced non-manager
Location	489 Queen St East, Toronto
Application deadline	Until filled
Apply by	jobs@egale.ca – Note Job Title in Subject Line

Our Organization...

Egale Canada Human Rights Trust (Egale) works to improve the lives of LGBTQI2S people by informing public policy, inspiring cultural change, and promoting human rights and inclusion through research, education and community engagement. Egale's vision is a Canada, and ultimately a world, without homophobia, biphobia, transphobia and all other forms of oppression so that every person can achieve their full potential, free from hatred and bias.

Our Team...

Our work, individually and collectively, is guided by a set of six commitments which are at the very heart of everything we do:

Integrity - We Lead with Integrity

Diversity - We Embrace Diversity

Growth - We Foster Growth

Learning - We are Always Learning

Collaboration - We are Stronger Together

Intention - We Act with Purpose

Egale Youth Services (EYS) Overview

Addressing higher rates of homelessness and suicidality among lesbian, gay, bisexual, trans, queer/questioning, intersex, and Two-Spirit (LGBTQI2S) youth populations has been a key priority at Egale. Egale Youth Services (EYS) Counselling Centre, which provides a range of services and support that help to stabilize crises and address the needs of youth, up to age 29 identifying as LGBTQI2S.

Our service is currently staffed 10:00 am-8:00 pm Monday – Thursday, and 10:00 am-6:00 pm on Friday. Support services are available Monday-Thursday 2 pm-7:30 pm and Friday 2 pm-5:30 pm. Hours are subject to change based on program and participant needs.

This is An Exciting Opportunity To...

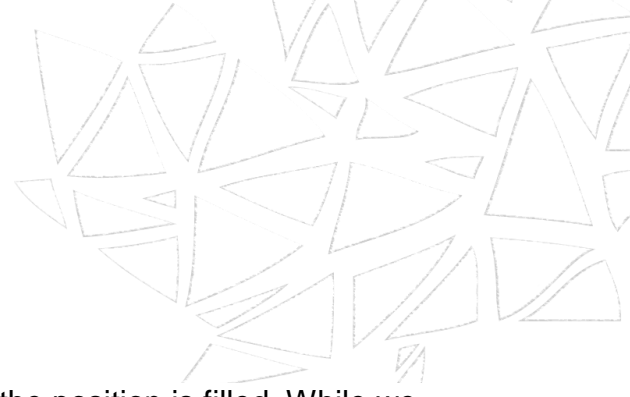
Work with us on a full-time basis, in permanent role reporting to the Program Manager, Egale Youth Services and provide individual and group counselling by...

- Using a harm reduction and trauma-informed approach, complete intake and assessment of new participants, including ensuring program eligibility, and assessing immediate and longer-term participant needs and goals
- Providing crisis intervention counselling and support, and clinical counselling as required, including completing suicide risk assessments, and creating safety plans with participants
- Conducting assessments and providing individual counseling, support and education
- Delivering/facilitating group programs in partnership with Peer Support Workers
- Connecting participants to Case Managers to receive short-term case management and support related to housing, income and other resources
- Overseeing scheduling of appointments
- Actively participating in team meetings and individual/group clinical supervision
- Training, supervising and supporting volunteers and students in all aspects of their work, as well as providing crisis intervention counselling and follow-up with participants
- Facilitating EYS's group counselling and/or therapeutic programs, such as DBT skills group
- Ensuring confidentiality, collection of data and completion of case file documentation as required
- Occasionally researching and connecting youth to community resources and supports which recognize and can address the unique needs of youth identifying as lesbian, gay, bisexual, queer, and in particular, youth who identify as trans, genderqueer, and/or non-binary

- Occasionally supporting the overseeing of the Drop In area where participants wait for services, and monitoring the overall physical and emotional safety of the space; managing potentially escalating situations
- And other duties, as directed, for the delivery of the department's strategic priorities and/or to meet key deadlines.

We're Passionate About Finding Someone Who...

- Masters Degree in social work (MSW), psychology, or a related program and/or an equivalent combination of education/experience
- Membership in a professional college (e.g., OCSWSSW, COTO, CNO)
- The candidate must have training and qualification with Dialectical Behaviour Therapy
- It will be considered an asset if the candidate has Training and qualification with clinical treatment approaches including, but not limited to MBCT, CBT, ACT, MSRB, Brief Solution Focused Therapy and/or Trauma-informed Counselling
- 2+ years' experience providing clinical counselling and support to youth related to such issues as mental health, trauma, transitioning and/or coming out, substance use, family support and relationships
- Knowledge and experience working with communities experiencing marginalization and underrepresentation, in particular LGBTQI2S, racialized communities, newcomers/immigrant populations and those living in poverty
- It will be considered an asset experience counselling young adults (16-29 years) in a community mental health setting.
- Personal identification as trans, queer or on the LGBTQI2S spectrum, lived experience within one or more equity-seeking groups and the ability to speak a second language are considered assets
- Demonstrated commitment to social justice, harm reduction, and anti-oppression principles, and to strengths-based, trauma-informed, participant-centred practices
- Demonstrated ability to work independently and within a team, to problem solve, and to remain flexible and able to adapt within a busy and changing environment
- Ability to manage conflict, crises and escalating situations calmly and confidently
- Excellent written and verbal communication and organizational skills
- Brings a strong understanding of intersectionality and Anti-Racist and Anti-Oppression practices
- Has experience working in a not-for-profit, LGBTQI2S community and/or social justice environment
- Has knowledge / lived experience with the diverse experiences and identities of LGBTQI2S communities



We'd Like You To Know...

Applications will be considered as they are received until the position is filled. While we thank all candidates for their application, only those selected for an interview will be contacted.

Accommodations are available on request for candidates taking part in all aspects of the selection process. If you require an accommodation (including alternate format materials, accessible meeting rooms or other accommodation), please let us know and we will work with you to meet your needs.

Egale's Statement on Employment Equity and Diversity

Egale Canada Human Rights Trust is committed to ensuring that members of traditionally marginalized groups, from a broad range of communities, feel empowered to apply for positions within the organization. We encourage qualified applicants to consider work and volunteer opportunities with Egale as we recognize that a diverse work force and volunteer base are critical to accomplishing our mission. The organization is dedicated to taking proactive steps to overcome historical patterns of discrimination in our society which have created barriers of race, colour, religion, sex, national origin, age, disability, language, class, sexual orientation, and gender identity or expression for some individuals and have resulted in the denial of their full participation in society.

Join Our Team and Be Part of Our Mission!

To put forward your candidacy, send an email to jobs@egale.ca with your **resume** and **cover letter**.

Please specify the **position title in subject line** and ensure your **cover letter clearly states:**

- **Your background/experience and specific areas of counselling specialization**
- **Why you would be a good fit with Egale Youth Services**

We thank all candidates for their interest. We regret that only those selected for an interview will be contacted. NO PHONE CALLS PLEASE.