



Job Description

Job Title	Residential Counsellor
Reports To	Manager, Live in Residential Treatment
Program	Residential
Location	YouthLink Residence
Bargaining Unit	Yes

Job Purpose

This position is responsible for providing high quality residential care for 9 female identified youth (14-18) and youth who are gender fluid, non-binary and transitioning from male to female and female to male in a live-in treatment home. The program is committed to fostering an environment, which promotes safety and security for youth who have experienced any or all of the following. Traumatic events, abuse, parental/family conflict, neglect, and/or issues with attachment that more than likely are contributing to a deterioration of their mental health, sense of self and low self-esteem. This position provides direct care and case management, as well as administrative and household functions of the residence.

Duties & Responsibilities

- Creates (in consultation with youth/placing agency/parents) specialized plans of care with individualized goals for youth assigned on your case load; including but is not limited to development of self-esteem, healthy relationships with both self and others, self-regulation in stressful times and problem solving , Provides case management progress reports internally and externally as required.
- Maintains therapeutic milieu by providing a home like atmosphere within the residence: crisis management, role modelling, navigating peer dynamics, building self-esteem and creating a safe and positive environment.
- Safely dispenses, administers and documents medications. Assists with emergency services, such as accompanying residents to the hospital. Works from a harm reduction model, promotes safer sex and substance use practices. Promotes acceptance of disability or impairment.
- Provides daily and household functioning routines and structure, such as hygiene, attendance at school, work, medical, therapy appointments, shopping, menu planning, food preparation, daily chores and settling in routines.
- Writes reports and other administrative tasks: serious occurrence and incident reports, daily logs, medical logs, missing person, etc. Orients new residents. Works with student placements.

- Maintains the residence, including cleaning, maintenance tasks, garbage removal, snow removal, fire drills and fire safety checks and other routine tasks associated with the care of the residence.
- Provides school support, including contact with TDSB staff, supervises homework, attends parent-teacher interviews. Researches and connects residents with school programs and tutoring and assists with applications, e.g. OSAP.
- Provides job and volunteer placement support for residents, including writing resumes and letters, role playing interviews, connecting with job resources and problem solving with employers and co-workers.
- Plans and facilitates therapeutic evening and weekend programs, such as sports activities, life skills, outings, games and other activities.
- Collaborates and communicates with service providers, including doctors and therapists, recreational workers, teachers and counsellors, clergy, lawyers, case workers and governmental service providers.
- Provides family support through in-person and phone contact with parents, informal counselling, treatment updates and recommending services and supports.
- Attends team, case management, and community of practice meetings. Presents cases for review and provides updates for staff during shift change.
- Attends scheduled and ad hoc supervision meetings
- Actively contributes to the Agency's Strategic Plan by participating in initiatives and committees to support the overall Plan.
- Takes all reasonable and necessary precautions to protect his or her own health and safety and that of co-workers by complying and demonstrating knowledge of the policies, procedures and safe practices established by YouthLink.
- Any other duties as assigned.

Qualifications

Education:

- Child and Youth Worker Diploma or Degree, Social Work, Psychology or a directly related discipline
- Specialized training in attachment theory, developmental lifespan stages, neurobiology of the brain and the impact of trauma.
- Specialized training in relevant interventions to address behavioural issues from a trauma informed attachment lens is an asset.

Experience:

- Two (2) years experience working with at-risk adolescents.
- Experience working from a strength-based, relational approach.
- Knowledge of community services, relevant legislation, and social justice issues.
- Familiarity with suicide/risk assessment and crisis support services.

- Familiarity with operating from an Anti-Black Racism lens and knowledge of working with black youth
- Experience working in residential group treatment with adolescent youth is an asset.
- Experience providing Afrocentric programming an asset.

Skills:

- Ability to perform tasks involving physical activity, including lifting, bending and prolonged standing as well as the ability to be trained in CPI (Crisis Prevention Institute) techniques or any ministry approved physical restraint training program.
- Ability to work within a staff team that provides high quality care for female identified youth (14-18) and youth who are gender fluid, non-binary and transitioning from male to female and female to male who have diverse needs and experiences, including a knowledge of diversity issues.
- Knowledge of working with a diversity of black youth.
- Understanding that team dynamics are an important factor in working with vulnerable people and a necessity for team collaboration.
- Display the capacity and capability to be open to both giving and receiving feedback.
- Demonstrated ability to write clear and concise reports in a scheduled time frame including maintaining complete and confidential electronic case records and required paperwork.
- Excellent verbal and written communication skills.
- Excellent organizational and administrative skills. Ability to multi-task and prioritize responsibilities.
- Effective interpersonal skills.
- Proven ability to case-manage and access appropriate community resources for the young person and provide educational support.

Key characteristics:

- Non-Judgmental, open minded, client centered, clear understanding of harm reduction, trauma informed, team player, advocate, adaptable to ongoing change, knows that small changes call for celebration, patience, excellent communication, understands the importance of collaboration, ability to write clear concise reports, able to form therapeutic relationships with a variety of clients, working in a diverse setting that celebrates differences.

Other:

- Police Vulnerable Sector Check required.
- Medical clearances including up to date vaccinations and tuberculosis testing.
- Proof of full COVID 19 Vaccination required.

Working Conditions

This position requires flexible evening and weekend hours. There are some risks involved such as crisis management. Minimal travelling required.

Physical Requirements

This position requires the individual to be always on their feet and able to climb stairs and to clean and lift 15 to 20 lbs.

Direct Reports

Nil

Employee Signature: (please print)	
Employee Signature:	
Date:	

