



huu ay aht

ANCIENT SPIRIT, MODERN MIND

Job Posting

Position: Counsellor

Location: Port Alberni and Anacla (Bamfield) Government Offices

Salary Range: \$68,000 - \$82,000

Scope: Full Time

Authority Relationship: Lead Clinical Counsellor

Huu-ay-aht seeks to hire a Counsellor, to meet the challenges, roles and responsibilities described below. This position is based out of Port Alberni and Anacla. Company vehicles are available for travel, along with staff accommodations in Anacla.

Key Accountabilities:

The counsellor will:

- Provide therapeutic counselling and crisis intervention to Huu-ay-aht citizens of all ages including children.
- Provide support and guidance to families by facilitating positive family communication and relationships.
- Assess readiness for treatment and addictions supports.
- Liaison with clinical counsellors for referrals to Detox & Treatment.
- Liaise with Treatment center staff + support After-Care Plan.
- Provide Mental Health support.
- Grief and Loss counselling.
- Assist in developing care plans and goals with citizens.
- Respond to citizens needs and develop appropriate service delivery model.
- Work closely with our other Lead Clinical Counsellor to collaborate plans, stats, and treatment.

Job Duties:

- Provide one-on-one therapeutic support to parents and children (skill building, behavioral intervention, Motivational Interviewing, and other strategies).
- Meeting with clients to discuss their emotional, mental or lifestyle issues.
- Assist citizens to make positive lifestyle changes and address substance use and addictions.
- Providing relevant information or resources specific to client's needs.
- Group facilitation.
- Maintain case files.



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Operational Requirements:

- Hours of work will be negotiated.
- Must have a valid class 5 Driver's License and reliable vehicle.
- Some travel, including overnight and or weekends.
- Willingness and ability to work overtime, including evenings and weekends.
- Successful background checks, including employment verification, criminal record checks, reference checks, and education/credential verification.

Education and Experience Requirements:

- Demonstrated ability and experience in upholding values essential to Huu-ay-aht First Nations organizations: *Professionalism, Respect, Health, Effective Communication, Trust, Support.*
- Minimum three years of experience and/or psychotherapy experience.
- Academic counselling qualifications: Degree in Social Work, Psychology, Counselling or equivalent, to the level of independent practice, is required.
- Demonstrated understanding of, and strong experience with, Trauma-Informed approach to supporting Indigenous families.
- Valid First Aid certificate
- Experience using Excel.
- Strong skill set in utilizing online platforms.
- Well versed in the areas of addictions.
- Excellent oral and written communication and presentation skills.
- Ability to communicate effectively in a professional manner with clients and stakeholders.
- Ability to respect and protect the privacy of information relating to all clients.
- Ability to promote a performance-focused environment in alignment with the HFN's values & culture.

We thank all applicants for their interest in this position; however, only those candidates selected for an interview will be contacted. Please email your cover letter & resume to HR@huyuayaht.org, by fax 250-728-1222 or mail att: Human Resources Manager, please quote Counsellor. Closing date for this position is January 31, 2025 at 4:00 p.m.



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Vision - *The Huu-ay-aht envision a strong, self-governing and self-reliant Nation. lisaak will guide us as we work together to foster a safe, healthy and sustainable community; where our culture, language, spirituality and economy flourish for all.*

Mission - *As a leader among First Nations, the Huu-ay-aht First Nations will create certainty for its community, generate wealth for financial independence, provide economic opportunities, deliver social, cultural and recreational programs for all Huu-ay-aht.*

HUU-AY-AHT FIRST NATIONS VALUES

PROFESSIONALISM

- Ethics – be prepared, on time and ready to work
- Ethics – be responsible for the success of your work and others
- Lead by example
- Respect - for confidentiality, yourself and co-workers
- Work / Life Balance
- Work Smarter - Share your expertise and your successes
- Take pride in your work

RESPECT

- Golden Rule – Treat others how you want to be treated
- Listen actively and attentively to what people are saying and clarify
- Accept people for who they are and don't judge
- Basic Etiquette – remember the common courtesies; kindness & compassion
- lisaak
- Observe protocol and ceremony

HEALTH

- A healthy body, mind and soul through proper diet, sleep and exercise
- Avoid burning out with a proper work / life balance
- Be positive - always remember to smile and laugh
- Care about each other, ask questions and follow up
- Be appreciative of one another and the work we do

EFFECTIVE COMMUNICATION

- Think twice, speak once
- Make sure your body language is sending the correct message
- Provide responses in a timely manner; acknowledge request and provide timeline
- Listen attentively and clarify

Trust

- Walk the talk - be honest, no gossiping
- Believe the good in everyone not the bad
- Voice your concerns, don't harbor them – clear the air
- Spend more time focusing on what you are supposed to be doing, and less time on what others are or aren't doing
- Be happy and enjoy your work life

SUPPORT

- Be available to help and ask for help when needed
- Advocate and help one another
- Provide constructive criticism, not just criticism
- Don't gossip; stop gossip when it occurs
- Clarify and seek feedback from each other