



huu ay aht

ANCIENT SPIRIT, MODERN MIND

## **Job Posting**

**Position:** Counsellor

**Hours:** Flexible to part-time or full-time depending on applicant

**Location:** Hybrid work available (Port Alberni & Anacla government office during office days)

**Salary Range:** is based on education and experience

**Authority Relationship:** Director of Community Services

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

### **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.
- Make 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.
- Create evaluations tools to monitor measurable outcomes.
- Respond to citizens needs and develop appropriate service delivery model.
- Work closely with our other 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: Master's 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.
- Stata collection
- 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, and business goals.

We thank all applicants for their interest in this position; however, only those candidates selected for an interview will be contacted. Please email your covering letter & resume to [HR@huuayaht.org](mailto:HR@huuayaht.org), by fax 250-728-1222 or mail att: Human Resources Manager, 4644 Adelaide St., Port Alberni, B.C., V9Y 6N4. Please quote Counsellor. Closing date for this position is February 20, 2023, at 12:00 p.m.



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**Vision** - *The Huu-ay-aht envision a strong, self-governing and self-reliant Nation. Iisaak 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
- Iisaak
- 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