POSITION VACANCY: INTEGRATED CHILD AND YOUTH CLINICAL COUNSELLOR (ICY-CC)

Under A Pathway to Hope, the Province is implementing Integrated Child and Youth (ICY) teams in school district communities. This began in the fall of 2021, in five school district communities which are now operational. As announced in February 2023, ICY teams will now be implemented in seven additional school district communities, including School District No. 83 (North Okanagan-Shuswap). The Province has committed to implementing ICY teams in 20 communities across B.C. by 2024/25.

Our District
In the North Okanagan-Shuswap School District, we serve just over 6700 students in 24 schools through a variety of sites located around Shuswap Lake and the North Okanagan. We are known for strong academic achievement, a thriving trades and careers program, and a rich culture of school athletics. The school district enjoys comprehensive Local Education Agreements with each of four First Nations bands. One elementary, one middle, and two secondary schools offer French Immersion. The District is currently undertaking a Strategic Plan renewal.

Our Communities
With year-round recreational activities in a spectacular natural setting, we offer a small-town atmosphere with big city services. You’ll find musical and theatre performances, garden markets, wineries, and opportunities for world class boating, biking, hiking, and golf right outside your door. Add in quick access to larger centers and very affordable housing, and it is clear that the North Okanagan-Shuswap is a truly desirable place to live.

The Position
Reporting to the Director of Inclusive Education, the primary responsibilities of the Integrated Child and Youth Clinical Counsellor (ICY-CC) are to work as part of the multi-disciplinary, multi-jurisdictional integrated child and youth team to provide therapeutic counselling services and school liaison support for children, youth and families experiencing mild/moderate mental health needs, and to manage and oversee the Youth Peer Support Worker position. This role includes outreach work with the community to support a cluster of Public, Independent and First Nations operated schools within the geographic region and may be required to perform time-sensitive work such as emergency counselling to children, youth, and their families.

This role is required to be available to perform time-sensitive work outside of regular (9-5) working hours as required, e.g., emergency counselling to children and youth and their families. This role is an exempt position and does not follow the school calendar and works 12 months of the year.

Specific Responsibilities Include:
- Supporting the ICY team and schools served to mitigate and address factors which may precipitate mental health and substance use challenges for children and youth.
- Providing child/youth and family therapeutic counselling through a lens of intervention and/or prevention support. Monitor the progress of child/youth on their case load.
- Performing the functions of a manager of employees in the Youth Peer Support Worker positions as a part of the ICY teams including:
  - Responsible for recruitment, selection and hiring of school-based employees assigned to the portfolio within the program.
  - Provide orientation, coaching, training, and mentoring to direct reports.
  - Manage employee conduct related matters including conduct employee relations related investigations with the human resources department, issues discipline and discharge of the employee when necessary.
  - Manage employee attendance including informal and formal discussions with employees when absenteeism is continuously impacting service delivery; provides consideration to all applicable leave of absence requests.
  - Manage employees including routine informal performance feedback, the development of employee work plans, and conduct staff performance review and related development plans reviews.
  - Interpret and comply with applicable collective agreements, participate in the grievance and arbitration process, and consult with human resources to provide feedback on collective bargaining initiatives necessary to support the program and community.
  - Manage assigned budget including staffing budgets allocated to the portfolio.
- Liaising between school staff and the ICY team, to represent and advocate for the needs of all children and youth (birth to 18) within the geographic area with a focus on prevention/early intervention wherever possible.
- Providing support for the Youth Peer Support Worker to participate as a core ICY team member.
• Attending and actively participating in integrated child and youth team meetings.
• Providing oversight and supervision of the Youth Peer Support Worker to provide peer-based mentoring and emotional support to youth ages 12-19 with the following:
  o to support systems navigation and resource distribution to youth;
  o in facilitating or co-facilitating groups for children, youth and families as needed;
  o to encourage membership in the school community.
• As needed and as appropriate, attending school-based team meetings, partner and community agency meetings.
• Facilitating multi-disciplinary, multi-jurisdictional team decision making through a consensus building process.
• Delivering workshops and ongoing training to families, district staff and community agencies as determined by the ICY team.
• Leading counselling groups for children, youth and families as needed.
• Cultivating a collegial atmosphere with case supervision and case consultation.
• Working in collaboration with school and school district counsellors.
• Consulting with and coordinating support services from outside agencies when needed (e.g., community services, RCMP).

Qualifications:
Education & Professional Certification
• Master’s Degree in Counselling Psychology, Educational Psychology, Psychology, or a related field and must include a 300-hour supervised practicum or equivalent. Preference may be given to a candidate with school-based practicum experience.
• Must be a Registered Clinical Counsellor and meet educational and training criteria to be a member of the BC Association of Clinical counsellors (BCACC) or a Registered Clinical Social Worker with the BC College of Social Workers (BCCSW).

Experience:
• Preferred minimum of 3-5 years of experience working with families, children, and youth in a clinical counselling setting.
• Experience in clinical and/or educational interventions with children, adolescents, and families (including crisis intervention).
• Experience leading and managing employees including hiring, coaching, and mentoring, performance, and attendance management, and applying corrective discipline preferably in a unionized environment.
• Recent training and successful experience in mental health initiatives and suicide prevention.
• Demonstrated knowledge and experience liaising between community partners.

Knowledge, Skills, and Abilities:
• In-depth knowledge of the psychosocial development of children and youth.
• Ability to abide by ethical principles and act with integrity, accountability, and judgment in the best interests of the child/youth, families, and available services.
• Ability to maintain professional currency and have strong knowledge and experience in counselling including substance use/addictions, harm reduction philosophy, principles and practices, mental health/mental illness, and concurrent and co-occurring disorders.
• Knowledge of population-specific mental health and substance use care, including Ethno-culturally diverse and racialized communities, gender questioning/gender fluid youth, child/youth with disabilities or diverse abilities with behavioural diagnoses, neurodevelopmental disorders, or intellectual disabilities with co-occurring mental health needs.
• Demonstrated cultural agility to work respectfully, knowledgeably, and effectively with Indigenous peoples with an understanding of Indigenous worldviews and approaches to healing.
• Knowledge of social determinants of health, health inequalities and intersectional analyses.
• Demonstrated ability provide collaborative leadership with child/youth, teachers, families, administrators, and community agencies within a multi-disciplinary, multi-jurisdictional team environment.
• Strong interpersonal skills and ability to communicate effectively with diverse populations.
• Ability to maintain confidentiality and use discretion when sharing sensitive information to individuals on a need-to-know basis.
• Highly effective organizational skills and proven ability to prioritize work while simultaneously meeting the needs of a diverse caseload.

The salary range for this position is $91,747 to $114,684 and includes a comprehensive benefits package.

The process
Please submit your application package via Make a Future at: https://bit.ly/46i17RZ by noon on July 31, 2023. Your application package should include a brief cover letter, a resume that summarizes related experiences, and up to five confidential reference contacts. Reference letters will be considered but are not expected. Questions regarding the position and the upcoming process may be directed to Donna Kriger, Superintendent of Schools, at dkriger@sd83.bc.ca or (250) 804-7822. We appreciate all interest in these positions. Only those selected for further interviews will be contacted by the District.

SCHOOL DISTRICT NO. 83 – AN EQUAL OPPORTUNITY EMPLOYER.