



Job Posting

Job Title: Early Intervention Addiction Counsellor

Job Type: Full-Time, contract ending November 30th, 2026 with the possibility of permanent status

Location: Niagara Region

Hours of Work: 35 hours/week

Hourly Rate: \$27.27 - \$33.51 per hour

Reports To: Director of Youth Services

Posting Date: Wednesday, October 22nd, 2025

Closing Date: Wednesday, October 28th, 2025 at 4:00 pm

Early Intervention Service for Emerging Adults

Position Summary

Working in partnership with the Niagara Region Mental Health (NRMH) Early Intervention (EI) service, the Counsellor provides services to youth 17-25 years of age living with addiction, mental illness or a concurrent disorder who are seeking treatment for the first time. This position is an integral part of the Early Intervention Service with the Niagara Region Mental Health Program.

The Addiction Counsellor will provide treatment services that align with best practice for Early Intervention. Formats of service include initial and on-going screening and assessment, evidence-based treatment modalities, referrals to adjunct services, individual counselling, outreach, advocacy, role modeling, potential conjoint family services, and group counselling in collaboration with the NRMH EI service.

Qualifications

- A relevant degree plus two years of addiction counselling or a relevant diploma with 5 years of addiction counselling, with a Master's Degree preferred.
- Registered or eligible to register with a regulatory college (i.e. Ontario College of Social Workers/Social Service Workers, College of Registered Psychotherapists of Ontario).
- Training in DBT, CBT and/or Solution-Focused Therapy would be considered an asset.
- Experience in harm reductions, safety planning and crisis intervention.
- Current criminal record check for vulnerable sector.
- Current First Aid and CPR certification, preferred.
- Valid Driver's license and insurance.
- Experience working in a trauma informed care setting.
- Experience using CRMS database

Skills and Abilities

- Demonstrated ability to work co-operatively and negotiate effectively within a multi-disciplinary team of service providers.
- Effective written and oral communication skills, advanced electronic ability including ease and comfort with electronic clinical files and Microsoft office.
- Problem solving, advocacy, diplomacy and assessment skills.
- Able to manage crisis and adverse situations with staff, youth and families.

Details of Position/Hours of Work

Regular work week is 35 hours/week, with evening/weekend work as required.

Services will be provided in office, the client's home, community agencies or at locations in the community convenient for the client.

The Counsellor will be required to transport clients.

The salary range is \$27.27 per hour to \$33.51 per hour.

Eligible for health & dental benefits after 3 months and company pension after 6 months

Duties and Responsibilities

1. Screening and Assessment

- Conduct a standardized screening and assessment session (if required), using approved documents.
- Determine the client's specific needs, goals, characteristics, problems and stage of change through motivational interviewing, mutual investigation or exploration.
- Provide clients with information about: the links between their problems and substance use /gambling, addictions treatment services and other community resources to address presenting issues and to initiate the treatment planning process by providing motivational feedback.

2. Initial Treatment Planning

- Collaborate with youth to engage in the development of an individualized treatment plan, based on feedback from the screening and/or assessment results, the client's strengths, prioritized problem areas, clinical judgement, client's preference and readiness to change, and identification of potential challenges to treatment entry.
- Develop a clear plan of action; including client's identified goals, treatment interventions, specific referral as appropriate, duration and frequency of on-going services.

3. Addiction Treatment

- Provide services within an understanding of the context of oppression, poverty and diversity.
- Conduct individual or group counselling sessions, the frequency and length of sessions may vary depending on the client's needs and program format.
- Treatment modalities may be delivered in conjunction with members of the NRMH EI Service.
- Participate in regularly scheduled team meetings with NRMH EI Service.
- Model and encourage youth engagement in all domains of the service.
- Addiction counselling includes brief intervention, lifestyle and personal counselling to assist individuals to develop skills to manage substance abuse and/or gambling and related problems, and/or maintain and enhance treatment goals.
- Services may also include, but are not limited to, activities such as relapse prevention, crisis intervention and family counselling.

4. Client Liaison/Advocacy

- Coach youth into skillful behaviour so they can intervene on their own behalf.
- Inform clients of office policies and grievance procedures when applicable.
- Maintain a professional counselling relationship between the client and counsellor.
- Advocate and represent the voice of emerging adults with the lived experience of addiction, mental illness or a concurrent disorder to both internal and external stakeholders.

5. Administrative

- Maintain a complete, accurate and comprehensive clinical record of each client contact; following agency standards for documentation.
- Report statistics about clinical activities using designated agency format.
- Complete monthly, annual and other reported documentation as required in a punctual and comprehensive manner.

6. Team and Organizational Responsibilities

- Liaise with community partners and other agencies to promote the agency's reputation and facilitates quality care for shared clients
- Attend Youth Outreach team meetings and regular supervision with Director of Youth Services ongoing as scheduled.
- Collaborate effectively with fellow CASON staff to ensure high-quality client care and support.

- Participate in agency work (both CASON and NRMH Early Intervention service) delegated to committees related to staff development, program planning and community information.
- Share information and constructive observations with colleagues that promote clinical and administrative activities of the agency, including peer review and consultation.
- Ensure safety and well-being practices are implemented; this includes being knowledgeable of Universal Care precaution practices, emergency systems and procedures in dealing with crisis situations, communicable diseases, and duty to report.
- Participate in co-facilitation of group counselling programs at CASON.
- Ensure client rights are respected and addressed in accordance with legislation and the agencies policies and procedures.
- Commitment to research investigations or pilot projects that may be undertaken by the agency.
- Help ensure the organization and program objectives are met, including, but not limited to, Community Accountability Planning Submission (OHT) and HNHB LHIN EI Providers Common Indicators: Youth Engagement.
- Participate in public education, professional development activities, program development, planning groups, as appropriate or assigned.
- Demonstrate interest in the broad field of health care and the specific fields of substance abuse, problem gambling, concurrent disorders, mental health and supportive housing.
- Works harmoniously with colleagues, including not behaving in ways that are likely to be offensive in any manner to others and confronting such behaviours by others.
- Conducts self in a responsible, professional manner.
- Perform other duties that may be assigned.

Application Process:

Please e-mail applications to Meaghan O'Connor, Finance/Human Resources Generalist

moconnor@cason.ca

Please include a cover letter and resume

Community Addiction Services of Niagara is an equal opportunity employer who welcomes and encourages applications from Niagara and surrounding communities. All applications from qualified individuals of all ages, gender identities, cultural, racial, ethnic and religious backgrounds, sexual orientations and abilities are welcomed and encouraged. We are committed to fostering an inclusive, barrier-free and accessible environment. CASON aims to dedicate resources to develop, honour and support all staff within their programs, especially those who experience multiple and intersectional forms of oppression.

If you have been contacted for an interview and require accommodation to ensure equal participation, please advise us what you may require in respect to materials or processes to ensure we can meet your needs.

