



Job Posting

Job Title: Youth Addiction Outreach Counsellor

Duration: Full-Time, contract ending September 30th, 2026 with possible extension

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

Youth Addiction Counsellor

Position Summary

The Counsellor will provide services to youth at risk in the community where substance use is the primary concern. The format of services can include: initial and ongoing screening and assessment, treatment planning, referral and integration of required services, ongoing data entry and clinical file recording, advocacy, potential conjoint family services, group counselling, and collaboration with other service providers.

Qualifications

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

Skills & 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 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

Regulatory College fees covered

Duties and Responsibilities

1.Screening and Assessment

- Screen referrals made to the youth department for appropriateness for services and refer individuals as needed.
- Determine the youth's specific needs, goals, presenting concerns, and stage of change through motivational interviewing, mutual investigation and exploration.
- Build a therapeutic alliance with youth to support them in articulating their needs for service.
- Engage youth and their families to identify issues and barriers to accessing community services.
- 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.
- Facilitate information and/or access to programs, services and opportunities in response to the youth and their family's needs and requests.

3.Outreach Services

- Provide services within an understanding of the context of oppression, poverty and diversity.
- Model and encourage youth engagement in all domains of service.
- Facilitate individual and group counselling sessions, relapse prevention, crisis intervention and family counselling.

4.Client Liaison/Advocacy

- Coach youth into skillful behaviour so they are able to 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.
- Develop linkages and maintain effective working relationships with other community services and agencies to facilitate contacts and services for youth and their families.

5.Administrative

- Maintain a complete, accurate and comprehensive clinical record of each client, 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 Organization Responsibilities

- Liaise with community partners and other agencies in a manner that promotes the CASON's reputation and facilitates quality care for shared clients.
- Attend Youth Services 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.
- Participates in agency work delegated to committees related to staff development, program planning, social activities, community information, etc.
- 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 and family rights are respected and addressed in accordance with legislation and the agencies policies and procedures.
- Commitment to research investigations, pilot projects, etc. that may be undertaken by the agency.
- Helps ensures the organization and program objectives are met.
- Participate in public education, placement student mentoring, professional development activities, program development, planning groups, etc., as appropriate or assigned.
- Demonstrates interest in the broad field of health care and the specific fields of substance abuse, problem gambling, concurrent disorders, 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.