



Job Title:	Residential Supportive Treatment Counsellor
Duration:	Full-time contracts ending March 31 st , 2027 with possibility of extension
Location:	Niagara Region
Hours of work:	35 hours/week, with evening work as required
Hourly Rate:	\$28.50 - \$35.02 per hour
Reports To:	Director of Intensive Programs
Posting Date:	Tuesday May 26 th , 2026
Closing Date:	Tuesday June 2 nd , 2026 at 4:00 pm

Position Summary

The Counsellor will provide treatment and case management services to youth and emerging adults at risk within the Residential Support Treatment Program and in the community where substance use is the primary concern.

The formats of service include individual counselling, youth-focused groups, outreach, advocacy and role modelling. The Youth Addiction Counsellor will provide linkages to other community programs and agencies to facilitate contacts and services that will support the youth in finding opportunities, solutions and resources to improve their social determinants of health as well as facilitate daily treatment programs within the program.

Qualifications

- A relevant undergraduate degree plus two years of addiction experience or a relevant two year Community College diploma with five years of addiction experience.
- Registered with/or in the process of registering with a regulatory college (i.e. Ontario College of Social Workers/Social Service Workers, College of Registered Psychotherapists of Ontario).
- Previous experience specifically providing counselling and therapeutic supports to youth and Emerging Adults in a variety of formats including residential treatment programs and community-based outreach supports
- Training and experience in family counselling and preventative approaches to substance use support delivery
- Experience in harm reductions, safety planning and crisis intervention.

- Current criminal record check for vulnerable sector.
- Current First Aid and CPR certification.
- Valid Driver's license and insurance.
- Experience using CRMS database.
- Experience working in a trauma informed care setting.
- Training in DBT, CBT and/or Solution-Focused Therapy would be considered an asset.

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, problem solving, advocacy and assessment skills
- Ability to manage crisis and adverse situations with staff, youth and families.
- Work independently in the community within the housing locations.
- Teach life skills to those who require various levels of assistance.
- Support clients with complex needs while in the program and assist with transition to independent living as a final goal.

Details of Position/Hours of Work

Regular work week is 35 hours/week, including some evening/weekend work and a rotation of after-hours on call responsibilities.

Services will be provided specifically at the Residential Supportive Treatment program as well as at CASON's main office or at locations in the community.

Compensation & Benefits

CASON offers a supportive work environment and a competitive benefits package that prioritizes employee well-being, financial security, and professional growth, including:

- The salary range is \$28.50 - \$35.02 per hour, based on education and experience.
- Comprehensive health and dental benefits available after 3 months, including extended health care, prescriptions, dental, vision, paramedical services, travel insurance, gender affirmation care, long-term disability, life and AD&D, and an Employee Assistance Program (EAP).
- Employer-matched pension plan after 6 months (3% employer contribution matched with 3% employee contribution), with optional voluntary contributions and access to a Financial Advisor.
- Professional support, including coverage of regulatory college fees (OCSWSSW and CRPO).
- Generous paid time off, including 2 weeks' vacation to start (increasing to 3 weeks after 1 year), 16 paid health days, and 2 personal days annually.

Duties and Responsibilities

1. Screening and Assessment

- 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.

2. Initial Treatment Planning

- Collaborate with Youth to engage in the development of an individualized treatment plan based on the Youth's strengths, prioritized problematic areas, readiness for change and preferences.
- Facilitate integration into the specific housing accommodation identified for the client, including a pre-visit to the house, introductions to roommates along with reviewing expectations in a shared living space.
- Facilitate access to programs, services and opportunities in response to the youth and their family's needs and requests.

3. **Counselling and Therapeutic Treatment Services**

- Provide services within an understanding of the context of oppression, poverty and diversity.
- Model and encourage client engagement in all domains of service.
- Conduct individual and group counselling sessions.
- Relapse prevention, preventative approaches, crisis intervention and family counselling.
- Encourage independent living skills, effective problem solving and self-efficacy.

4. **Client Liaison/Advocacy**

- Coach youth into skilful behaviour so they can intervene on their own behalf.
- 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.
- Maintain regular communication with the Finance department to ensure client rental payments are received accurately and tenant records remain current and up to date.

6. **Team and Organization Responsibilities**

- Work closely and in collaboration with other program members at CASON.
- Attend team meetings and regular supervision with the Director of Intensive Programs ongoing as scheduled
- Participate in co-facilitation of group counselling programs at CASON
- Coordinate and regularly consult with designated volunteer at each location, as well as Youth Peer Support Workers as required
- Ensure that the youth's and family's rights are respected and addressed in accordance with legislation and the agencies policies and procedures.
- Ensure that 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, duty to report.
- Liaise with community partners and other agencies in a manner that promotes the agency's reputation and facilitates quality care for shared clients.
- Participates in agency work delegated to committees related to staff development, program planning, social activities, community information, etc.
- Shares information and constructive observations with colleagues that promote clinical and administrative activities of the agency, including peer review and consultation.

- Commitment to research investigations, pilot projects, etc. that may be undertaken by the agency.
- Helps ensure the organization and program objectives are met.
- Participates 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.