



Job Title:	Addictions Outreach Counsellor
Duration:	Full-Time, contract ending March 31 st , 2027 with possible 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 Youth and Outreach Services
Posting Date:	Thursday June 4 th , 2026
Closing Date:	Thursday June 11 th , 2026 at 4:00pm

Job Description

Addictions Outreach Counsellor

Position Summary

The Counsellor provides services to clients through the agency's Outreach Services Program. The Counsellor provides services on a daily basis through a continuum of functions that can include: initial and ongoing screening and assessment, treatment planning and ongoing adjustments as required, community treatment, 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 with five years of addiction experience.
- Registered with a regulatory college (i.e. Ontario College of Social Workers/Social Service Workers, College of Registered Psychotherapists of Ontario) is an asset.
- Current criminal record check for vulnerable sector.
- Valid Driver's license and insurance.
- Training in DBT, CBT and/or Solution-Focused Therapy would be considered an asset.
- Current First Aid and CPR certification.
- Experience using CRMS database.
- Experience in harm reductions, safety planning and crisis intervention.
- Experience working in a trauma informed care setting

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
- Able to manage crisis and adverse situations with staff, clients and families.

Details of Position/Hours of Work

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

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

Compensation & Benefits

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

- Salary range of \$28.50-\$35.02 per hour, based on education and years of 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. Entry Services

Inquiry contact:

- Collect information in enough detail to determine the client's immediate needs and to provide direction for the next step.
- Complete an intake with a person to determine if eligible for agency services, to complete the intake form and orient the client to services available at agency and process.

2. 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.

3. Initial Treatment Planning

- Collaborate with clients to develop individualized treatment plans, 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 barriers 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.

4. Outreach Services

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

5. Client Liaison/Advocacy

- 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 clients and their families.
- Intervene on client's behalf, as requested or indicated, with other agency staff or other community services.

6. Administrative

- Maintain a complete, accurate and comprehensive clinical record of each client contact.
- Report statistics about clinical activities using designated agency format.
- Complete monthly, annual and other reported documentation as required in a punctual and comprehensive manner.
- Maintain client files according to agency policy and procedures.

7. Team and Organizational Responsibilities

- Liaises with community partners and other agencies in a manner that promotes the agency's reputation and facilitates quality care for shared clients
- Attend Outreach team meetings and regular supervision with Director of Youth and Outreach 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.,
- Commitment to research investigations, pilot projects, etc. that may be undertaken by the agency.
- 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.
- Ensure client rights are respected and addressed in accordance with legislation and the agencies policies and procedures.
- Shares information and constructive observations with colleagues that promote clinical and administrative activities of the agency, including peer review and consultation.
- 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 from time to time.

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.