



BRIDGES
FOR WOMEN SOCIETY

219-645 Fort Street, Victoria, BC V8W 1G2

tel: (250) 385-7410

fax: (250) 385-7459

website: www.bridgesforwomen.ca

JOB DESCRIPTION

Position Title:	Clinical Counsellor
Reports To:	Clinical Counselling Coordinator
Hours of Work:	30 hours per week
Location:	Victoria - in person and virtual counselling
Term:	Permanent
Salary:	\$32.00 to \$33.50 per hour; a comprehensive health and benefits package is available
Application Closing Date:	Open until filled

Please submit your cover letter and resume via email to Gwen Davies at

gwen@bridgesforwomen.ca. We thank all applicants for their interest and only those shortlisted for the interview process will be contacted.

Bridges has been providing life-changing programs to women overcoming the effects of trauma and abuse since 1988. Bridges inspires women affected by trauma, violence or abuse to reclaim their lives and build financial security through our healing, education and employment programs. Our services are open to all women (transgender and cisgender), non-binary, and two-spirit people and who have been impacted by violence or trauma at any time in their lives.

We acknowledge with respect the traditional territories on which Bridges for Women is located are the lands of the Ləkʷəŋən peoples (Esquimalt and Songhees nations). We also offer programs and services in the territories of the W̱SÁNEĆ (Pauquachin, Tsartlip, Tsawout, and Tseycum nations), Malahat (Mill Bay), Pacheedaht (Port Renfrew), Scia'new (Beecher Bay), and T'Sou-ke (Sooke) peoples. Through our partnership with the North Island Employment Foundations Society, we also deliver online programs in the traditional territories of the Kwakwaka'wakw, Nuu-chah-nulth and Coast Salish peoples

Summary: The Counsellor is responsible for keeping a full case load working with other members of the Bridges team to give the best clinical care to clients; database management, clinical notes, applying on clients behalf for counselling funding and helping with the applications when appropriate for PWD and PPMB and other advocacy work that the client may need.



The successful candidate embodies warmth, professionalism, collaboration, strong interpersonal skills, and superb people management skills.

The Counsellor's key responsibilities include the following areas and may be revised based on the Society's needs:

Counselling

- ◆ Provide 1:1 counselling for women who have experienced trauma living with mental and physical health challenges such as complex PTSD, depression, anxiety, addiction issues, grief and loss, anger, and chronic illness
- ◆ Provide therapeutic counselling supports under various funding streams including Crime Victim Assistance Program (CVAP), First Nations Health Authority (FNHA)
- ◆ Participate in case conferencing and clinical debriefing with a multi-disciplinary staff team
- ◆ Engage in crisis intervention, assessing suicide risk, creating safety plans, partnering with other community resources as needed
- ◆ Refer clients to appropriate community resources and advocate when appropriate
- ◆ Maintain confidential client files including updated case notes and required documents
- ◆ Maintain a full case load.

Facilitation

- ◆ Plan and deliver curriculum focused on trauma recovery with an emphasis on safety, resource building and strengthening resilience, personal development, employment readiness, and communication skills development.

Intake Support

- ◆ Conduct intake interviews and assessments/screening of potential program participants
- ◆ Organize and maintain client intake systems and protocols including client follow-up

Qualifications:

- ◆ Master's Degree in Counselling Psychology or a Master's in Social Work plus registration with a professional association or a relevant combination of experience and education in a related field
- ◆ A minimum of 3 years proven clinical counselling experience with women who have experienced violence, abuse, and trauma
- ◆ Education and skill with trauma-informed approaches such as, person-centered, mindfulness, cognitive behavioural therapy, narrative therapy, integrative mind/body/spirit approaches, somatic psychotherapy, and career and life planning
- ◆ Strong knowledge and experience working with women with behavioural addictions and/or substance misuse issues with a focus on the interconnection between experiences of trauma and addictions



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- ◆ Demonstrated understanding of issues specific to Indigenous women such as intergenerational impacts of residential schools, colonization, discrimination and isolation
- ◆ Experience counselling one-to-one and leading psycho-educational groups
- ◆ Experience with intake assessment and crisis intervention
- ◆ Working knowledge of local community resources and social/legal systems
- ◆ Experience with maintaining confidential client databases and client file notes

Skills and Abilities:

- ◆ Skills and training in trauma counselling approaches including containment and grounding techniques
- ◆ Knowledge of feminist and adult learning approaches to group facilitation and learning with a focus on resilience and strength-based perspectives
- ◆ Ability to mirror back the courage, bravery, skills and strengths of the women we serve
- ◆ Assisting women to break the abusive cycle by becoming more independent and self-directed
- ◆ Support women to create meaning from the past, develop and implement a vision for the future, set goals and take action leading to employment
- ◆ Knowledge of violence, abuse, and poverty and how they affect women's economic status, employability, and ability to learn
- ◆ Ability to connect and build rapport with a diverse counselling staff-team with professionalism and healthy boundaries
- ◆ Leadership and ethical conduct, respect for confidentiality and boundaries
- ◆ Conflict management and conflict resolution skills
- ◆ Excellent written and oral communication skills
- ◆ Strong information technology skills including ability to use specialized database systems and MS Office software
- ◆ Understands that personal and professional self-care and is an ethical imperative which supports healthy boundaries and work- life balance

Additional Notes:

- ◆ This position may require working out of multiple locations. A reliable vehicle is an asset
- ◆ This position requires a recent Criminal Record Check, vulnerable sector

We aim to have the Bridges staff team reflect the community we serve. We encourage self-identified women, non-binary people, and two-spirit people to join our team. We value diversity and lived experience, and enthusiastically welcome applicants who identify as Indigenous, racialized, a person with a disability, and/or a member of the LGBTQIA2S+ community.



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