

JOB POSTING – External

POSITION TITLE: P.E.A.C.E (Children Who Witness Abuse) Counsellor

Reports to: Counselling Manager

Hours of work: full time, 35 hours per week

Salary range: \$21 - \$25/hr

Posting Date: Wednesday, February 6th, 2019

Closing Date: Thursday, June 6th, 2019 or until filled (whichever is sooner)

The PEACE (formerly CWWA – Children Who Witness Abuse) Counsellor provides psycho educational programming, support, education and advocacy for children who have witnessed abuse or family conflict and change. This individual also provides emotional and parenting support to parents. Position requires a positive attitude and high energy, along with two years recent related experience providing one-on-one and group counselling to children. Preference will be given to candidates with P.E.A.C.E (Children Who Witness Abuse) training and /or prior experience in this program. Skills in feminist counselling practices, trauma counselling and training in play and art therapy are assets, as is knowledge of relevant local community contacts and resources. Level one OFA and CPR level B required.

The successful candidate will work within the mandate, values, philosophy and vision of SARA for Women Society and a Woman Centered Approach providing individual and group counselling for children who have witnessed abuse in the home and to provide support to their mothers/caregivers.

POSITION DUTIES:

- Design, implement, evaluate and adapt psycho educational support groups and other programming for children who have witnessed abuse, and their parents, in consultation with supervisor.
- Receive referrals of children to the program for individual counselling and/or support groups participation.
- Conduct an intake process that includes assessment of the impacts of abuse on the child, the group readiness of the child, the support needs of the parent who has experienced abuse, and as far as possible, the level of safety/risk to the child.
- Conduct individual counselling sessions for children who are not ready to attend group and when no age appropriate support groups are available.
- Provide children with support and information, and assist them to identify, express and deal with the feelings they have experienced as a result of the abuse
- Make referrals to other agencies and services when appropriate.
- Maintain related case notes, documents, forms and statistics, and provide reports to funders and supervisor as required.
- Ensure play and meeting areas are maintained in a clean, organized condition.
- Arrange individual and/or group activities for children appropriate to their age and abilities, to encourage and foster development of self-confidence and self esteem. This may include crafts, arts, special events and summer, or other seasonal activities or events.
- Prepare and distribute information and/or presentations on the services available to children through the PEACE program, and on the issues of abuse.

- Maintain familiarity with legislation, regulations, policies and best practices related to abuse and child protection.
- Attend, and participate in, staff, and other, meetings as required.
- Liaise with other service agencies, and professionals, to promote the program, and maintain current knowledge of issues and resources related to abuse and violence
- Attend, and participate in, training, certification programs.
- Orient, and assign duties to volunteers and students as needed.
- Perform other related duties as required.

ACTIVITIES:

- Provide age appropriate groups for children between the ages of 3 and 18 who have witnessed abuse in the home and are no longer living in that situation
- Provide individual support/counselling for children who are not ready for group counselling and/or children who wish service, but no age appropriate group is available
- To determine the impact of the violence witnessed on the child, the group readiness of the child and the support needs of the mother/caregiver who experienced abused.
- To develop and implement support groups that:
 - build on children's positive feelings of self-worth and self esteem
 - support children to identify and express feelings
 - support children in understanding healthy ways of dealing with/and expressing anger
 - assist children in understanding they are not at fault for the violence
 - encourage open communication
 - teach children safety skills and strategies
 - assist children to acknowledge loss and separation issues
 - facilitate the understanding of the cycle of violence and myths about assault
 - explore other violence issues i.e. Violence in the media
- To support mothers/caregivers during the period their children participate in the program by providing information about the child's progress in group, assisting mothers/caregivers to understand her child's behaviors and needs

REQUIREMENTS

- Working knowledge of family violence and its impacts
- Knowledge of relevant community resources.
- The ability to provide service in a respectful, empathetic and client-centered manner while maintaining appropriate personal and professional boundaries
- Demonstrated ability to work independently and in an integrated team environment
- Maintain necessary records and documentation, and to engage in the evaluation of the program and services.
- A strong commitment to ending violence against women and children
- Experience working with children from homes where there is domestic violence
- Experience/knowledge of children's group facilitation
- An understanding of the dynamics of violence against women and children
- Understanding how witnessing/experiencing abuse affects children

Education/QUALIFICATIONS

- Complete BCSTH CWWA (PEACE) training (asset)
- MA of Psychology (preferred) or BA of Psychology AND 5 years' experience counselling children +PEACE training
- Computer literacy (required)
- Ability to speak a second language (asset)
- OFA Level 1, CPR Level B (CPR, infant CPR)
- Criminal Record Clearance

COMPETENCIES:

- Is respectful, non-judgmental, compassionate and inclusive.
- Fosters open communication and collaboration with clients, colleagues and external professionals
- Plans and organizes time effectively and efficiently.
- Represents SARA for Women Society in a positive and professional manner.
- Respects confidentiality of clients, staff, volunteers and organization as a whole.
- Displays a positive, pleasant and courteous attitude, and responds well to supervision and constructive feedback.
- Uses appropriate and respectful language in all interactions with children.
- Researches and applies new and relevant theories and practices into program expansion, development, execution and evaluation.
- Delivers case notes and reports that are clear, concise and include information and statistics necessary to serve clients and support the agency.
- Ensures appropriate supervision and physical safety of children and caregivers, and maintains clean and well-organized play and meeting areas.
- Manages group and individual sessions in a calm, grounded manner, keeping participants on task and appropriately engaged
- Ability to work independently and collaboratively
- Respect for diversity (ethnicity, class, sexual orientation, spirituality etc.)

Submit cover letter and resume to: Human.Resources@saraforwomen.ca

Subject line: P.E.A.C.E (Children Who Witness Abuse) Counsellor

SARA promotes the principles of anti-oppression, diversity and inclusion. We strive to represent the diverse communities that we serve. Individuals from First Nations, diverse ethno cultural origins, religions, abilities and sexual orientations are encouraged to apply.

While we thank all candidates for their interest, only those selected for an interview will be contacted. No telephone inquiries please.

SARA is a scent-free environment.