

Mental Health Counsellor

TNO - The Neighbourhood Organization (TNO) is a well-established community-based social and health service agency providing a wide range of programs and services supporting low-income and newcomer communities across Ontario and sometimes across different provinces through online services and referrals. We are seeking one **Mental Health Counsellor** to join our team in a **full-time permanent** role. TNO is a great place to work and we make a difference in the communities we serve.

The Mental Health Counsellor position requires a **Bachelor's/Master's degree in social work, counseling, psychology, or a related field**, along with registration and good standing with a professional college/registering body. The ideal candidate should have a **minimum of 2 years of social work experience**, preferably with youth facing mental health and substance use challenges. Essential skills include **assessment, counseling, crisis intervention, and knowledge of psychopathology and therapeutic interventions**. Computer literacy, strong interpersonal and collaboration abilities, organizational skills, and a high level of sound and independent judgment are vital. Candidates should demonstrate strong morals and ethics, along with a commitment to staff privacy and cultural learning. Willingness to participate in ongoing cultural learning and traditional teachings is significant. Proficiency in multiple languages is also advantageous. Applicants **with lived experience in the youth justice system or belonging to marginalized communities**, including First Nations, Métis, Inuit, Black, and other racialized people reflective of intersectional experiences (i.e., 2SLGBTQ+, neurodevelopmental differences, living with a disability, etc.), are highly encouraged to apply, with additional training in Equity, Diversity, and Inclusivity being beneficial.

DUTIES & RESPONSIBILITIES

- Provide 1:1 and group high-quality, evidence-based mental health interventions (e.g., solution-focused brief therapy, motivational enhancement therapy, cognitive-behavioral therapy, dialectical behavior therapy) tailored to male youth who are at risk of becoming and/or who are actively involved in the youth justice system.
- Ensure interventions are: youth-centered, culturally responsive, and based on a harm reduction approach. Interventions should enhance the youth's daily functioning, mood, and emotion management, to reduce self-harm and decrease high-risk behaviors.
- Conduct psychosocial assessments, develop social work treatment plans, and provide socio-psychiatric case history information.
- Offer psychosocial support to clients and families affected by trauma and illnesses.
- Develop treatment plans in collaboration with clients, encouraging active participation in their own treatment.
- Coordinate with the Youth Hub interdisciplinary team as well as other therapists and service providers to ensure seamless care.

- Assist clients and families in finding community services.
- Maintain sustainable working relationships with community agencies, schools, law enforcement, and courts.
- Provide 1:1 and group mental health/substance use interventions, educating clients' families to strengthen their support systems.
- Maintain clinical records, prepare verbal and written reports, and manage correspondence related to client care.
- Participate in professional and cultural continuing education and training.
- Provide field instruction for graduate-level social work students.
- Promote health equity through anti-oppressive and anti-racist practices, 2SLGBTQ+ inclusion, cultural safety, trauma-informed care, and human rights frameworks.
- Attend scheduled department staff meetings and required in-service programs.
- Develop and implement programs as assigned, focusing on integrated continuum of care and holistic approaches.
- Support Youth Hub and TNO outreach activities, collaborating with service partners for program promotion out in the community.
- Actively participate in community development activities including advocacy, youth relationship building, community engagement, and empowerment activities.
- Participate in and support local community events.

Vaccination Requirement – You must be fully vaccinated against COVID-19, subject to any valid medical or religious exemption from vaccination as provided by the Ontario Human Rights Code.

Screening – As a condition of employment, the successful applicant must complete a Vulnerable Sector Screening.

Work Location(s): 45 Overlea Blvd, Toronto, ON M4H 1C3 ant TNO locations

Schedule: 35 hours per week (11am to 7pm 4 days a week (Mon-Friday) and Saturdays)

Benefits:

- Personal Emergency Leave
- Extended Health Care
- Health Spending Account
- Professional Development Support
- Employee Assistance Program (EAP)
- Travel Insurance
- Life Insurance and Long-Term Disability
- Registered Retirement Savings Plan (RRSP)
- Social activities organized by the organization
- Public transportation nearby



Application Process: Please submit your to recruitment@tno-toronto.org with the subject line “Application for Mental Health Counsellor”. We thank all applicants for their interest, but only those selected for further consideration will be contacted.

TNO is committed to employment equity initiatives. We encourage residents of Thorncliffe Park, Flemingdon Park, and surrounding communities, and people who are racialized, Indigenous, people from the 2SLGBTQI+ community, people with disabilities, and other equity-seeking groups to apply. TNO is an equal opportunity employer. Accommodation will be provided in accordance with the Ontario Human Rights Code. Should you require accommodation at any stage of the recruitment process, please let us know.

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