



**INTERNAL AND EXTERNAL JOB POSTING:
COMMUNITY COUNSELLOR (PERMANENT FULL-TIME), GAY MEN'S HEALTH PROGRAMS**

POSTING DATE: Wednesday, August 21, 2019
CLOSING DATE: Friday, September 20, 2019
STATUS: Full-Time, Permanent (37.5 hours per week)
Bargaining Unit Position, Category 1
Salary: \$50,278.00 - \$51,459.00

**** ACT offers a comprehensive benefits package that includes extended health, dental, vision, term life insurance, professional development fund and a pension plan.*

JOB DESCRIPTION

This counselling role aims to reduce the transmission of HIV and STIs and improve the sexual and mental health of diverse communities of cis and trans gay, bisexual, and queer (GBQ) guys and other men who have sex with men. Working directly with men in clinics, bathhouses, at ACT and online, this position provides assessment, counselling and referral services to assist guys in discussing issues related to their sexual and mental health, including but not limited to substance use, coming out, disclosure of HIV status, relationship issues, anxiety and depression, isolation and marginalization, adjusting to life in Canada, shame and guilt, negotiating safer sex, and body image.

Specific duties and responsibilities will also include, but are not limited to the following and may be subject to change:

RESPONSIBILITIES

Counselling

- Provides assessment, counselling and referral services to cis and trans gay, and queer (GBQ) guys and other men who have sex with men who have been referred by a physician for counselling, or have been connected through community referrals
- Counselling modalities could include, but not limited to, CBT, Narrative, Solution Focused, and Motivational Interviewing, using anti-oppressive and harm reduction frameworks
- Assesses needs including other support or on-going counselling services, financial assistance and/or other community supports and makes referrals
- Provides affirming, supportive experiences to foster a sense of community

- Addresses sexual health issues using a risk reduction and sex positive approach
- Advocates on behalf of service users with health care providers

Community Development and Representation

- Represents the agency on sector-wide working groups related to program evaluation and the development of new services
- Represents the agency at a variety of ASO network meetings
- Prepares and delivers workshops on HIV and psychosocial and/or related issues, as needed

Administration and General Duties

- Maintains program records, including maintenance of information in databases of appropriate service user demographics and service provisions
- Contributes to statistical and program reports and proposals
- Participates on teams and external committees to plan, coordinate and deliver new and existing services, communicate information, resolve problems and achieve the goals of the organization
- Participates in monthly external clinical consultation
- Responds to telephone, email and online inquiries related to counselling services and provides information, support and referrals

Qualifications

- Master's degree in social work, educational psychology, or a related field, or a combination of education and related experience
- Minimum two years related experience in counselling, crisis intervention and case management with a working knowledge of a variety of counselling approaches appropriate to the intervention context, including: CBT, Narrative, Solution Focused, and Motivational Interviewing, using anti-oppressive and harm reduction frameworks
- Extensive knowledge of the complexity of issues relating to GBQ guys lived realities, including HIV and AIDS, sexual health, and mental health
- Demonstrated understanding of substance use issues as they relate to sexual health
- Experience in the delivery of online counselling is an asset
- Ability to use discretion, judgment and tact in handling sensitive or confidential information or situations
- Experience fostering working relationships with key partners who have diverse interests in community development working with GBQ guys
- Flexibility in hours, including availability for evening and weekend work
- Excellent organizational, computer (Microsoft Office), problem solving, interpersonal, verbal and written communication skills
- Components of this position require the staff person to conduct counselling in sexualized environments

In addition to compliance with all organizational policies and procedures, the incumbent is also expected to work in a manner that aligns with ACT's values, demonstrate competence in effective communication and team building, demonstrate effectiveness in working in a collaborative environment, and demonstrate confidence in decision-making and in building relationships.

APPLICATION PROCESS

Please forward a current resume, with covering letter detailing how your qualifications match this opportunity, to the address noted below:

Careers
ACT
543 Yonge Street, 4th Floor
Email: careers@actoronto.org
Fax: 416.340.8224

Please visit our website for more information: www.actoronto.org.

We thank all candidates for their interest in the work of ACT; but only candidates selected for an interview are contacted. No telephone or walk-in inquiries please. All applications are considered confidential.

ACT is committed to and adheres to the principles of the Ontario Human Rights Code, the Accessibility for Ontarians with Disabilities Act (AODA), Employment Standards, the Pay Equity Act, the Occupational Health and Safety Act and all other applicable legislation. We are committed to integration and to removing barriers to accessibility in the workplace. We strongly encourage applicants to apply who are living with HIV and who self-identify on the basis of any of the protected grounds under the Human Rights Code including but not limited to age, gender identity, race, ethnicity, ability/disability, or sexual orientation. ACT recognizes that equitable access to employment is an agent in social change.