



## INTERNAL/EXTERNAL JOB POSTING

### Community Counsellor

(Permanent)

#### WHO WE ARE

ACT works to reduce new HIV infections in Toronto and promotes the independence, dignity, health and well-being of people living with HIV and AIDS and those at increased risk of HIV.

ACT does this through a variety of programs and services for women, young people and gay, bi, queer men including one-on-one counselling, psychosocial and social support groups, and harm reduction and outreach services, both online and in community. ACT produces sexual health information campaigns to help priority populations make informed choices about their sexual and mental health, and offers a one-of-a-kind employment services program for people living with HIV and 2SLGBTQ+ people on ODSP income supports. ACT serves all in the community who are living with or concerned about HIV, with 50% of people accessing services from BIPOC communities and other communities of colour.

#### WHY WORK WITH US?

Permanent employees are entitled to:

- Comprehensive group health and dental benefits from start date of employment
- Defined contribution pension plan after one year of employment
- Three weeks' vacation in your first year of employment; four weeks' vacation after one year
- Generous sick day allotment

All staff have access to:

- Employee Assistance Program
- Training and development opportunities
- Opportunities to participate in various committees that allow for learning and collaboration across the organization
- Organizational commitment to work-life balance
- Opportunity to contribute meaningfully towards improving the sexual, mental and emotional health of people living with HIV and those at increased risk in our community

## **ABOUT THE OPPORTUNITY**

We are currently looking for a full time **Community Counsellor** to join our team!

### JOB SUMMARY

Status: Permanent Full time; Bargaining Unit

Salary Range: \$58, 000- \$62, 034

Community Counsellors aim 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 (GBT2Q) guys and other men who have sex with men and Two-Spirit people. Working directly in partner clinics, bathhouses, at ACT, and online, Counsellors provide 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.

**As the Counsellor will be working with GBT2Q communities, someone identifying as a GBT2Q guy is required for this position.**

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 GBT2Q communities
- Counselling modalities could include, but not limited to, CBT, Narrative, Solution Focused, and Motivational Interviewing, using anti-oppressive and harm reduction frameworks
- Continually assess needs, including other support or on-going counselling services, financial assistance and/or other community supports and makes referrals where appropriate Identifies anxiety and depression, possible self harm and suicide risks 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
- Provides affirming, supportive experiences to foster a sense of community through a BIPOC lens of inclusion
- Engages in the Bathhouse counselling program, providing frontline support to community in hypersexualized environments, including to those who are using substances

#### **Community Development and Representation**

- Represents the agency on sector-wide working groups related to partnerships, program evaluation and the development of new services
- Represents the agency at a variety of ASO network meetings
- Prepares and delivers workshops on mental health and sexual health as needed

### **Counselling Student Supervision**

- Provides supervision, training and support to counselling placement students, as required.
- Evaluates student performance and reports back to the post-secondary institution.
- Liaises with the Field Placement Coordinator to communicate information

### **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
- Actively involved with the ongoing evaluation, development and maintenance of all aspects of the counselling program, including evaluating needs and services required.
- 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
- Demonstrates ethics and integrity throughout course of employment
- Other duties as assigned by the Manager of Gay Men's Health Programs

### **QUALIFICATIONS**

- Minimum 4-year Bachelor's Degree in Social Work & Master's Degree in Social Work
- Registration with the Ontario College of Social Workers is an asset
- Minimum two years related experience in counselling, crisis intervention, group facilitation or 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
- Demonstrated experience and knowledge of health issues that impact GBT2Q communities and an understanding of the ways that other intersecting identities shape lived experiences (e.g., race, age, gender identity, gender expression, ability/disability, socio-economic status, immigration status, etc.)
- Demonstrated understanding of substance use issues and how they intersect with sexual health
- Experience in the delivery of virtual and/or telephone counselling is an asset
- Ability to use sound judgement during high pressure situations, where service user safety may be at risk
- Ability to anticipate potential problems/conflicts and take appropriate actions for resolution
- Knowledge of community resources and referrals
- Ability to use discretion, independent judgment, and tact in handling very complex, sensitive or confidential information or situations
- Experience fostering working relationships with key partners who have diverse interests in community development working with GBT2Q communities
- Experience dealing with complex intersectional issues requiring multi-step decision making capacity.
- Ability to work flexible 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
- Fluency in other languages, in addition to English is an asset
- Willingness to work within anti-racist and anti-oppressive frameworks and actively engage in ongoing learning about these frameworks

## **JOIN US!**

To apply for this opportunity please send your cover letter and resume to:

[careers@actoronto.org](mailto:careers@actoronto.org)

Please be sure to include the title of the role you are applying to, in the subject line.

**This posting is opened until filled. Applications will be reviewed as they are received; early applications are highly encouraged.**

ACT thanks all applicants for their interest, however only candidates selected to participate in the recruitment process will be contacted.

**\*To ensure the health and safety of our employees against COVID-19, ACT has implemented a mandatory vaccination policy. Successful candidates must submit proof of their vaccination status on their first day of employment. ACT will provide accommodation for valid medical reasons pursuant to the Ontario Human Rights Code. \***

## **ACTS COMMITMENT TO EQUITY AND ACCESSIBILITY**

ACT is committed to employment equity and fair and accessible employment practices. ACT encourages people living with HIV/AIDS, visible members of the BIPOC community, people from the communities most affected by HIV/AIDS and persons with culturally diverse backgrounds to apply and self-identify. Accommodations will be provided for job applicants with disabilities, where needed and upon request, to support their participation in all aspects of the recruitment process. *ACT is committed to and adheres to the principles of the Ontario Human Rights Code (OHRC) and the Accessibility for Ontarians with Disabilities Act (AODA).*

To learn more about us, please visit our website at: [www.actoronto.org](http://www.actoronto.org)