



INTERNAL/EXTERNAL JOB POSTING

Counsellor – Contract

Full-time (0.8 FTE), Contract - 1 year.

Bargaining Unit/ Starting Salary \$63,969 - \$65,440 (Category 1), pro-rated to 0.8 FTE

WHO WE ARE

ACT supports people living with and at risk for HIV to achieve their optimal social, sexual, and mental health.

ACT does this through a variety of programs and services for women, young people, and gay, bi, and Queer men, including one-on-one counselling, psychosocial and social support groups, and harm reduction and outreach services, both online and in the community. ACT produces sexual health information campaigns to help priority populations make informed choices about their sexual and mental health. 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?

All staff have access to:

- Employee Assistance Program (EAP).
- Training and development opportunities.
- 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 1-year contract **Counsellor (0.8 FTE)** to join our Mental Health Services team! Counsellors aim to reduce the transmission of HIV and STIs and improve the sexual and mental health of diverse communities. Working directly with partners at ACT, and online, Counsellors provide assessment, counselling, and referral services to assist folks in discussing issues related to their sexual and mental health.

JOB SUMMARY

This Counsellor position will provide group-based mental health services for gay, bi, trans, 2-spirit and queer (GBT2Q) people living with or at risk of HIV. This role will also work in partnership with HQ Toronto, a health hub for these communities, to deliver mental health group interventions for GBT2Q communities.

This role will also provide assessment, counselling, and referral services to assist service users in discussing issues related to their sexual and mental health, including but not limited to substance use, coming out, disclosure of HIV status, HIV stigma, relationship issues, anxiety and depression, isolation, and marginalization, adjusting to life in Canada, shame, and guilt, negotiating safer sex, and body image.

Services will be provided mainly at ACT's offices or virtually, and group counselling will be provided at HQ Toronto, located at 790 Bay St.

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

RESPONSIBILITIES

Counselling

- Facilitates group-based interventions on a variety of mental health and substance use issues for GBT2Q communities.
- Provides assessment, individual counselling, and referral services to communities of people living with or affected by HIV.
- Counselling modalities could include, but are not limited to, CBT, DBT, Narrative, Solution-Focused, Psychodynamic, and Motivational Interviewing, using anti-oppressive and harm reduction frameworks.
- Continually assess needs, including other support or ongoing counselling services and/or other community supports, and make 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 healthcare providers
- Provides affirming, supportive experiences to foster a sense of community through a BIPOC lens of inclusion.

Community Development and Representation

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

- Actively involved with the ongoing evaluation, development, and maintenance of all aspects of the counselling program, including evaluating needs and services required.
- Participates in ACT teams 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 consultations.
- Responds to telephone, email and online inquiries related to counselling services and provides information, support, and referrals.
- Demonstrates ethics and integrity throughout the course of employment.
- Other duties as assigned by the Manager of Mental Health programs.

QUALIFICATIONS

- Master's degree in Social Work, Psychology, Counselling or a related field, or a combination of education and related experience.
- Registration with the Ontario College of Social Workers, College of Registered Psychotherapists of Ontario, and/or Canadian Counselling and Psychotherapy Association is an asset.
- Minimum two years related experience in group facilitation, counselling, crisis intervention, or case management with a working knowledge of a variety of counselling approaches appropriate to the intervention context, including DBT, 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 to resolve them.
- 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.
- Willingness to work within anti-racist and anti-oppressive frameworks and actively engage in ongoing learning about these frameworks.
- Fluency in other languages, in addition to English is an asset.

JOIN US!

Two-step application process:

Step 1) Send your cover letter and resume to: careers@actoronto.org

Please include the job title in the subject line

Step 2) Complete the following Equity Questionnaire: [ACT Equity Questionnaire](#)

As part of ACT's Equity Hiring Strategy, we are committed to advancing employment equity and reducing barriers to employment for equity-deserving groups. We are looking for qualified candidates from any of the following under-represented groups:

- Racialized Persons
- Indigenous Persons
- Persons living with Disabilities (this includes individuals living with HIV and AIDS)

This position will remain open until it is filled.

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

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