



September 19, 2023

Job Posting #1386

YouthLink believes in the potential of every youth. We are dedicated to providing them with the support, guidance and opportunities they need to make positive life choices. We provide youth with brief and ongoing counselling, in-home wraparound support, shelter, housing, educational support, and safe drop-in spaces. YouthLink works towards equitable outcomes for youth in our community and, as such, is committed to equity-based hiring practices.

We welcome applications from candidates who reflect the communities we serve, particularly candidates from Black communities, Indigenous communities, and racialized people, persons with disabilities, members of diverse gender identities and people with lived experiences. We are seeking candidates who demonstrably operate and practice from an equity and trauma-informed lens. We encourage applications from passionate professionals who will help us dismantle systemic barriers and will embrace working outside of Euro-centric practices.

YouthLink Benefits are Top of Class!

- Competitive pay
- Health & dental coverage for you and your family with 100% premium cost paid by employer.
- Annual vacation with pay at 1.66 working days for each calendar month to a maximum of **20** working days per year.
- **5** 'authorized absence' days for family illness or emergency circumstances that prohibit employees from reporting to work.
- **3** paid agency days every calendar year after 3 calendar months' service.
- Maternity / parental /adoption leave top-up payments (to top-up Canadian government unemployment benefit payments).
- 100% premium cost for long-term disability coverage paid by employee.
- Eligibility to participate in pension plan after 2 years of continuous service with generous matching contribution from employer.

Youth and Family Therapist (6 vacant positions)

(Permanent Full-time, 35 hours/week)

Bargaining Unit Position

This position is responsible for providing psychotherapy, case management, psycho-education, advocacy, and consultation to individuals, families, and groups for clients presenting with mental health, emotional or behavioural issues. YouthLink serves youth ages 12-21 for ongoing psychotherapy, ages 12 – 24 for Brief Therapy/Short Term Treatment for families and 0-24 for single session counselling. Attachment and family focused models of intervention, integrating lenses that are healing centered, trauma informed, and prioritize equity, anti-racism, and inclusion are expected. A flexible work schedule and approach is required to ensure service accessibility – including some evenings; services are provided initially in person with virtual service available dependent on client needs and therapists recommendations. The position assumes responsibility for a caseload averaging 15-20 youth clients and their families, generating a minimum of 15 attended sessions and 17.5 direct client contacts hours per week.

Your Role

- Providing clinical services throughout YouthLink's continuum of care, engaging youth and families in multiple levels of care as part of treatment planning, both internally and externally, to improve individual and family functioning.
- Developing and delivering group psychoeducation and group therapy, for youth and caregivers with similar presenting issues.
- Providing flexible services that ensure accessibility for youth and families including evenings sessions on two evenings a week.
- Completing, interpreting and delivering results of appropriate, specialized, standard assessments; providing clinical recommendations to client's and family members, where appropriate.
- Collaboratively working with youth and their families to create Treatment Plans that represent therapeutic goals and assessment recommendations related to the continuum of care; assisting clients with intrapsychic change so that more general life goals are also more attainable.
- Preparing timely, standardized, succinct, Clinical Reports with clinical formulation at the time of Assessment, Treatment Review and End of Service.
- Understanding the importance of outcome measures; delivering reliable measures in the process of individual, group and family psychotherapy.
- Researching and preparing appropriate documents and other resources for clients and groups.
- Recording clinical notes contemporaneously; maintaining all additional records and reports as required by YouthLink policies and procedures.
- Providing psychotherapeutic and case management service, informed by trauma, attachment and family systems theories, as well as an anti-oppression, anti-racism and equity framework.
- Leading, at times, the collaboration of multidisciplinary professionals in and/or participating as a multidisciplinary professional with complex cases.
- De-escalating, safety planning and/or reporting to the appropriate person or body any incidents that may jeopardize client or staff safety
- Developing professionally through supervision, team meetings, case consultations, clinical rounds, community of practice, internal and external training events.
- Actively contributing to the Agency's Strategic Plan by participating in initiatives and committees to support the overall Plan
- Taking all reasonable and necessary precautions to protect his or her own health and safety and that of co-workers by complying and demonstrating knowledge of the policies, procedures and safe practices established by YouthLink.
- All other assigned duties within the clinical realm.

What You Bring

Education and Training:

- Master's degree in a therapy/psychotherapy related field.
- Licensure in a regulated health college which permits the delivery of the Act of Psychotherapy.
- Associate Membership with the Canadian Association of Marriage and Family Therapy (CAMFT), where all coursework has been completed or proof of an equivalent

- educational/training process which solidifies the foundation for providing the scope of family therapy.
- Clinical Membership with the Canadian Association of Marriage and Family Therapy (CAMFT) is an asset.

Experience:

- Minimum three (3) years experience working in a Children's Mental Health setting and/or experience in providing healing centred engagement practices, trauma informed individual therapy to youth; experience providing family therapy is preferred.
- Identification with and experience supporting BIPOC communities.
- Knowledge of and commitment to practicing from a decolonizing, anti-racist and anti-oppressive framework.
- Expertise in working with 2SILGBTQ+ youth.
- Experience working with youth and families from diverse cultural and socio-economic backgrounds.
- Demonstrated skills in assessment, systemic formulation, individual psychotherapy, family therapy, treatment planning and case coordination.
- Established ability to consistently and effectively consider implications of ethical issues in interactions with a variety of client populations; recognizing and applying differing ethical decision making processes as the situation requires.
- Experience providing service to youth and their families through complex mental health challenges, crisis management and safety planning.
- Experience with attachment and developmental approaches in working with youth and families.
- Knowledge of appropriate therapeutic approaches informed by anti-oppression/anti-racism and equity.
- Knowledge of and commitment to evidence informed practice.
- Knowledge of substance use/harm reduction theory as applied to youth and families.
- Familiarity with resources supportive to YouthLink clients (e.g. 2SILGBTQ+ and BIPOC youth) and experience referring clients to community resources.
- Strong interpersonal skills and ability to build rapport with youth and their families.
- Demonstrated ability to work collaboratively and effectively with colleagues, the community and service providers.
- Ability to work independently and as part of a team.
- Comfort and proficiency in using technology to engage youth and families (e.g. phone, text, and video) and in completing clinical documentation (e.g. Microsoft Word, Adobe, and Outlook).
- Proficiency in French language is an asset.
- Proficiency in any other language utilized in the Scarborough community is an asset.
- Operates using and ABR/AOP lens.
- Aware of relevant differences between self and marginalised clients in terms of race, gender, sexual orientation, and other sociodemographic variables
- Respects the diverse, non-Eurocentric worldviews, values, and cultural norms of members of the community
- Possesses specific knowledge about the client's culture being served to anticipate potential barriers to access and understand strengths and assets

- Possesses enough knowledge about the client's community to avoid breaching client's taboos, family beliefs, family dynamics or rules of interaction
- Knowledge of available community and mainstream service resources for culturally safe care and collaboration
- Knowledge of how trauma (e.g., personal trauma, community/collective trauma, intergenerational trauma, PTSD, etc.) often affects Black families and the implications for mental well-being, resilience, safety, etc.
- Aware of institutional barriers that prevent some members of the community from using children and youth mental health services
- Knowledge of history, experience, and consequences of oppression, prejudice, discrimination, and structural inequalities in relation to African Canadian children, youth, and families
- Understands how ABR impacts the mental well-being of African Canadian children, youth, and families
- Ability to provide high quality, culturally safe, anti racist support
- Sensitivity to issues of power, status/ privilege, trust/mistrust, respect, and intimacy in relationship with client

Additional Requirements:

- Must be able to obtain a Vulnerable Sector Police Check.
- Proof of full vaccination for COVID-19 is required.

Full COVID-19 vaccination and Vulnerable Sector Check required.

Full job description available here: <https://youthlink.ca/wp-content/uploads/2023/09/JD-Youth-and-Family-Therapist-Sept-2023.pdf>

Work Conditions:

- This position requires evening hours of 2 evenings per week with individual and family sessions ending at 8:00pm. There are some risks involved in this position such as crisis management.
- Independent work from home, in a confidential and safe environment may be required at times, in the delivery of YouthLink's hybrid office/home model.
- Minimal travelling required.

Salary Range: \$63,994 - \$74,641

How to Apply

- Submit application to counsellingposting@youthlink.ca -Please quote posting #1386 in the subject line.
- As an organization committed to equity and justice in our community, we believe lived experience and knowledge of equity, diversity, belonging and anti-Black racism is a critical component in our recruitment process. If you have a disability and require accessibility accommodations with the application process, please contact accessibility@youthlink.ca.
- **Application Deadline: Open Until Filled.**