

Counsellor – Social Worker

Location: Abbotsford and Vancouver Hospice

Reporting to: Manager, Counselling Services

Job status: Permanent and temporary positions available. Flexibility for either full-time or part-time, upon candidate's preference.

Anticipated Start Date: October 2019

Canuck Place Children's Hospice (CPCH) is British Columbia's recognized pediatric palliative care provider. For over two decades, through the many programs and services we provide, we have made a significant difference in the lives of children with life-threatening illnesses and the families who love them. Be part of a talented and innovative team that takes pride in supporting and providing the highest quality pediatric palliative care.

HERE'S WHY IT'S SO GREAT TO WORK WITH US. Aside from being surrounded by a friendly, inclusive, dedicated team, Canuck Place offers employees up to 20 days' vacation (pro-rated to their full-time equivalency), an employer-paid benefits package, a Health Spending account that provides up to \$500 annually to provide additional coverage for health and wellness activities/services, weekly onsite massage therapy, informative lunch n' learns, as well as various learning opportunities. Canuck Place Children's Hospice also has a 'Care For the Caregiver' committee who provides ongoing, creative activities to connect us with one another as a reminder that it's *'this'* moment that really counts.

SUMMARY

Reporting to the Manager, Counselling and Bereavement Services, the Social Worker is accountable for providing advanced therapeutic clinical counselling and consultative social work services that facilitate changes in coping styles, behaviours, attitudes, feelings and adaptive responses to an adverse life event. The Social Worker is also accountable for conducting comprehensive social and psychosocial assessments; providing advice to children, families, staff and community health professionals regarding applicable community resources in order to facilitate and enhance coping abilities; maintaining records and monitoring counselling services to ensure appropriate services are provided.

EDUCATION AND EXPERIENCE

- Master's Degree in Social Work supplemented with at least 5 years of recent related counselling and assessment experience in palliative care, including grief and bereavement, or an equivalent combination of education, training and experience.
- Requires experience in the health care sector.
- Current registration with the British Columbia Association of Social Workers or the British Columbia Association of Clinical Counsellors.

RESPONSIBILITIES

- Interviews children and families and prepares comprehensive psychosocial assessments to identify high risk factors, personal and emotional concerns, areas of coping strengths and areas requiring social work and/or counselling services.
- Provides individual and/or group counselling services, such as adjustment, crises, support and bereavement to children and their families to facilitate changes in coping styles, behaviours, attitudes, feelings and adaptive responses to an adverse life event. Develops and facilitates support groups, as necessary.
- Assesses and interprets social, financial, psychological and family situations to physicians and other members of the care team and provides consultation to staff and community agencies with regard to intervention and discharge plans for children and their families.
- Educates children and their families on issues related to understanding and following medical recommendations to assist in alleviating stress and anxiety resulting from illness and disability.
- Collaborates with physicians and other members of the interdisciplinary care team by participating in interdisciplinary planning and evaluation of care, care conferences and rounds; reports observations, problems and changes in children's and families' condition, provides input from a social work perspective on a variety of care issues to ensure proper and effective treatment of the child and family members.
- Provides advice to children, families, staff and community health professionals regarding applicable community resources and ways to access these resources in order to facilitate and enhance coping abilities. Liaises with social agencies and community resources and makes referrals to provide ongoing support to children and families.
- Identifies staff educational needs related to social work and/or counselling; develops, coordinates and delivers in-services, presentations and/or training in collaboration with other members of the interdisciplinary team by determining relevant content and required audiovisual/handout aides, conducting literature searches and planning and coordinating seminars.
- Monitors the quality of counselling services by developing, evaluating and revising quality indicators; analyzes outcomes and identifies opportunities to change and areas for improved efficiency and effectiveness in service delivery to enhance services within the hospice and reduce gaps in services in the community.
- Maintains client records by documenting client assessments, charting client information, preparing progress notes and reports in accordance with established standards, policies and procedures.
- Keeps up-to-date on social work developments by reviewing literature in specialty area, consulting with clinical and community experts within the field and participating in professional development activities.
- Follows policies, procedures and standards of excellence to ensure a safe environment for children and families, staff and volunteers.
- Contributes to the CPCH culture by understanding and supporting our Mission and Vision and actively demonstrating our Values.



- In accordance with the strategic directions of CPCH, patient safety is a priority and a responsibility shared by everyone at CPCH, and as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.
- Protects the health, wellness and safety of self and others by complying with applicable regulations and standards, safe work practices and procedures established by CPCH. Employees must report any health hazards and unsafe conditions to their supervisor for corrective action.
- Assumes other related responsibilities, as assigned.

QUALIFICATIONS

What you bring to the role:

- Knowledge of systems theory.
- Knowledge of family, group and change therapy.
- Knowledge of counselling skills and clinical practice models.
- Knowledge of clinical social work and mental health counselling principles, methods, procedures and standards.
- Knowledge of crisis intervention techniques.
- Knowledge of psychodynamics of children and adolescents and their treatment strategies.
- Demonstrated social and psychosocial assessment, interviewing and psychological/developmental evaluation skills.
- Demonstrated ability to understand and influence group and inter-group processes.
- Demonstrated ability to establish rapport with children and families in order to explore issues that are beyond the initially presented concerns.
- Demonstrated ability to plan, prioritize and organize workload.
- Demonstrated ability to work collaboratively as a member of an interdisciplinary team.
- Demonstrated ability to effectively deal with conflict situations.
- Excellent interpersonal, written and verbal communication skills.
- Ability to maintain confidentiality in a work setting.
- Ability to listen and to empathize with an extremely diverse group of people.
- Ability to establish and maintain appropriate professional and personal boundaries.

You have:

- High integrity; creativity; balance, good judgment and objectivity; high vision and conceptual capabilities; consultative, facilitate and collaborative; sense of humor.
- Excellent time management skills.
- Demonstrates flexibility that allows you to work with high energy, creative people.



- Able to thrive and effectively manage priorities in a changing, ambiguous environment.

Job Requirements:

Flexibility is necessary, this position requires occasional weekend and evening work and travel within and outside the Lower Mainland. There is an expectation to be “on call” once every 5 weekends , and primarily at the hospice location in Vancouver. You may be required to work at occasionally at the hospice in Vancouver and/or make home visits in the community.

At the discretion of Canuck Place Children's Hospice, the information in this job description may be reviewed and revised, as required, to meet the needs of the organization.

Canuck Place Children's Hospice hires on the basis of merit and is strongly committed to equality and diversity within its community and to a welcoming and inclusive workplace. We especially welcome applications from Indigenous persons, visible minority group members, persons with disabilities, people of all sexual orientations and genders, and others with the skills and knowledge to productively engage with diverse communities.

APPLICATION PROCESS

Please submit your cover letter and your resume at <https://www.canuckplace.org/about-us/careers/> . **This posting will close September 27, 2019.** We recognize the importance of a diversified workforce, and we encourage First Nations, Inuit and Metis candidates, members of visible minorities and persons with disabilities to apply.

We thank all applicants for their interest; however, only those candidates who have been short-listed will be contacted.