



**WESTBANK
FIRST NATION**

Community. Leadership. Pride.

WESTBANK FIRST NATION Employment Opportunity

THE FOLLOWING POSITION IS AVAILABLE WITHIN WESTBANK FIRST NATION. IN ACCORDANCE WITH SECTION 20.1 OF THE WFN CONSTITUTION AND SECTION 3.1 OF THE WFN PERSONNEL POLICY, PREFERENCE WILL BE GIVEN TO QUALIFIED WFN MEMBERS WHO APPLY FOR THIS POSITION.

TITLE: Addictions Counselor
MINIMUM SALARY: Commensurate with experience
DEPARTMENT: Community Services
TERM: Full-Time

POSITION SUMMARY:

The Addictions Counselor provides support and counselling services to individuals and families experiencing addictions. This includes individual, family, or group counselling about the causes and effects of addictions, support for families dealing with addictions, referrals to treatment, and aftercare for clients requesting this service. The Addictions Counselor will also provide education to individuals and groups in the community. The worker will be familiar with other services and resources in the community and work closely to provide information and support when required. Under the direction of the Clinical Care Coordinator, the Addictions Counselor will work collaboratively as part of the Wellness team in delivering services tailored to meet client needs. The Addictions Counselor will act as case manager in providing services which may include home visits, harm reduction, and facilitating inclusion of other services to meet client and family needs. Along with direct client service, the Addictions Counselor will manage administrative duties and organizing community events as required by the position.

DUTIES AND RESPONSIBILITIES:

- Participates as a member of the multidisciplinary Wellness Team
- Provides individual, family, and group addictions support services, incorporating a harm reduction approach
- Participates in the treatment plan, incorporating empirically supported therapeutic approaches
- Maintains client caseloads; designs, develops, and facilitates addictions support groups and workshops
- Facilitates workshops in collaboration with other programs delivered through Community Services, or within the community, of topics related to addictions awareness and prevention
- Participates in the development and delivery of community-based events geared towards health promotion such as Wellness Fair and National Addictions Awareness Week
- Facilitates weekly Wellbriety Group in the evening
- Provides client assessments, develops case plans and goals, and maintains confidential client files using appropriate record keeping
- Develops addictions intervention strategies in consultation with program supervisor and wellness team
- Assists in monitoring client's case management and development of client's case plans and goals with other members of the Wellness Team
- Assists, supports, and encourages clients in developing supportive roles and structures within their community to ensure safety upon returning home from a treatment program
- Gathers a collection of resource information and provides substance abuse and dependence information to clients and community members; liaises with outside agencies and Bands to acquire additional treatment programs, workshops, etc. for specific healing issues related to addictions
- Liaises with Law Enforcement, RCMP, and other community based supports as required
- Provides appropriate referral to other agencies when unable to meet client needs
- Models, encourages, and participates in cultural, recreational, and social programs that offer an alternative to addictive lifestyle
- Provides ongoing general office duties (filing, photocopying, faxing etc.)
- Ensures that services statistics are recorded; develops monthly program reports and maintains all administrative duties as directed by the Clinical Care Coordinator
- Attends seminars, workshops, and ongoing training as part of a yearly work plan
- Accesses counselling for self to debrief and reduce stress associated with working, as required

- Performs other duties and responsibilities as assigned, including participation in weekly team meetings or other organizational meetings
- Performs all duties and responsibilities in accordance with Westbank First Nation policies, standards, and procedures and as directed by the Clinical Care Coordinator
- Maintains and complies with program policies, procedures, and reporting as required
- Maintains confidentiality on all matters relating to the affairs of Westbank First Nation

QUALIFICATIONS, KNOWLEDGE, AND EXPERIENCE:

- Prefer Masters in Social Work, Psychology, or related field
- Require undergraduate degree in Social Work, Psychology, or related field
- Specific training in the field of Addictions Counselling
- Registration with an appropriate Professional Association
- Valid Class 5 Driver's License with Class 4 preferred
- Reliable transportation
- Acceptable Criminal Record Check with Vulnerable Sector Search
- A minimum of 5 years' experience in the development and delivery of Substance Abuse and Dependence programming
- Demonstrated understanding and experience working with First Nations communities
- Experience liaising with outside agencies and treatment centers
- Excellent oral and written communication skills
- Excellent time management and organizational skills
- Excellent interpersonal and relationship building skills
- Ability to work independently and effectively within a multidisciplinary team
- Demonstrated understanding of harm reduction model and motivational interviewing skills
- Demonstrated understanding of concurrent disorders and treatment strategies
- Demonstrated knowledge and understanding of Aboriginal culture and the role that culture plays in treatment of psychological concerns
- Working knowledge of intergenerational trauma and trauma-informed practice
- Knowledge and understanding of the interface with other government organizations such as Ministry of Health and Medical Services Branch
- Maintains a healthy lifestyle

A competitive salary and benefits package is offered. Further information can be obtained at www.wfn.ca by navigating to the Human Resources page (*Departments>Human Resources*) or by visiting the *Employment Opportunities* tab located in the top right-hand corner of the homepage.

Interested applicants should email an [application form, cover letter, and resume](#) by **Friday, February 23, 2018**. **Please reference #17-38 and indicate clearly in your covering letter where you saw this posting and how your experience and qualifications meet the requirements of the position.**

Incomplete and/or late submissions will not be accepted

Recruitment/Training & Development Coordinator
 Westbank First Nation
 301-515 Hwy 97 South, Kelowna, BC V1Z 3J2
 Fax: (250) 769-4377
 Email: careers@wfn.ca