



Fort Nelson First Nation

Strong. Healthy. Proud. Self-reliant.

INTERNAL-EXTERNAL POSTING

Job Title:	Wellness Counsellor	Posting #:	45-2021
Department:	Health & Community Services	Level:	G4-L3-C5
Location:	5001 Dene Etene Road; multiple sites served	FTE:	1.0
Supervisor:	Director of Community Services	Hourly Rate:	\$25.93-\$34.87
Key Areas:	Outreach, Youth Support Programs and Services	First Posted:	16-11-2021
Effective Date:	November 2021	Closes:	When Filled.

SUMMARY / SCOPE

Working collaboratively with other health care providers and a multidisciplinary team, the Wellness Counsellor provides direct therapeutic counselling and group work, system navigation and advocacy, and education and linkage to relevant care resources, while facilitating client self-management. The Wellness Counsellor is responsible for providing counselling services to maintain or improve the health and social well-being and functioning of the identified population.

Specific duties and responsibilities of this position include: case assessment and therapeutic counselling, and resource linkages, to support the mental health needs of persons and their families who are dealing with complex issues such as anxiety, behavioral and learning issues, trauma, witnessing violence, sexual abuse, maltreatment, separation and divorce, parenting, and addictions; provide therapeutic interventions to persons through a broad range of therapeutic frameworks including individual therapy, family therapy, play therapy, group therapy and trauma debriefing; provide education sessions and consultation; provide consultation on cultural interventions; and crisis response when the community is impacted by critical events.

The Wellness Counsellor functions autonomously, and is supported by the Team Leader. This position maintains accountability to a licensing body. Other important factors include the development of an awareness and knowledge of reference persons and materials to assist in addressing program/service development and implementation, as well as addressing problems, challenges and issues; references will also include written policies, procedures and guidelines, as well as schedules, day logs and check lists, and equipment manuals and reference handbooks. Other related duties as required.

Candidate Profile:

The Wellness Counsellor has a good level of energy and is physically fit to perform the work, and has good interpersonal skills including good listening skills to gather information and to ask questions in order to carry out assigned services and to provide routine information to other employees. The Wellness Counsellor has exceptional documentation skills, and written and verbal communication skills and communicates with clients, and the supervisor/ team leader and other employees to obtain information, supplies, tools, equipment and/or advice or help to solve problems or issues, and has periodic contact with external agencies and service providers and the general public. The employee is able to work independently while positively contributing to a teamwork environment.

COMPETENCIES

- Human Caring
- Teamwork
- Culture
- Relationship Centered Practice
- Safety Assessment
- Plan & Organize
- Knowledge Integration
- Communication
- Follow Regulations
- Assessment and Treatment

MINIMUM QUALIFICATIONS



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- University degree or diploma in counseling; or in associated field with a specialty in addictions
- Three (3) years demonstrated experience as an Addictions/Wellness Counselor.
- Awareness and understanding of historical context of alcohol and drug abuse prevention and treatment in a First Nations community.
- Knowledge of wellness programs; assessment, planning, implementation, and evaluation of wellness.
- A well-defined sense of diplomacy; negotiation, conflict resolution, and people management skills.
- High degree of resourcefulness, flexibility, and adaptability.
- Strong interpersonal and communication skills.
- Computer skills: Microsoft Office and Outlook.
- High level critical and logical thinking, analysis, and/or reasoning to identify facts.
- Good organizational, time management and prioritizing skills.
- Strong morals and ethics, along with a commitment to client privacy.
- Demonstrated ability to work in a fast paced environment independently and as a team member.
- Demonstrated ability to work independently and as part of a team.
- Demonstrated commitment to ongoing professional education.
- Excellent organizational and time management skills.
- Physically able to perform all assigned tasks.
- Ability to perform all duties in accordance with related legislation.
- Ability to work under minimal supervision.
- Politically and culturally sensitive.
- Compliance with BC Immunization Program, TB screening and COVID-19 vaccinations.
- Criminal Record Review Program assessment (renew every 5 years); or willingness to obtain
- Valid Class 5 BC driver's license & drivers abstract

DESIRED QUALIFICATIONS

The aforementioned as well as:

- University Degree in Social Work or Social Services, with a specialty in addictions
- Formal training in crisis management
- Familiarity with integrated health services
- Certificates of training, such as First Aid, CPR Level C, Food Safe, WHMIS, OHS
- Previous First Nation experience and an understanding of First Nations education and childcare issues
- Google™ drive, calendar, forms and other Google™ products.
- Sign Language.
- Ability to speak Dene and/or Cree
- Class 4 driver's license.

WORK CONDITIONS

- At times may be required to lift boxes or equipment in accordance with work safe regulations
- Manual dexterity required to operate computer and peripherals
- Will be required to work in and out of office
- Will be required to work outdoors in summer conditions
- Will at time be required to wear PPE
- Auditory concentration is constantly required in sessions with clients to listen attentively, to be alert and to obtain and interpret information correctly.
- A higher than normal level of attentiveness is required when assessing high risk clients.
- May be exposed to unpleasant dealings in emotionally charged situations
- Interacts with residents, family members, staff, visitors, and personnel
- Indoor, outdoor and multi-site locations
- Intermittent physical activity including walking, standing, sitting, and lifting
- Flexible schedule; evenings and weekends are required
- Travel may be required
- Overtime as required



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APPLICATION INSTRUCTIONS

Closes: When filled. **Remuneration:** Rate offered to the successful incumbent is pending certification(s), skills, experiences, knowledge. The successful candidate will be eligible for comprehensive group health and pension benefits. *Preference may be given to qualified First Nation's applicants. Kindly forward your cover letter and resume to:

Human Resources, Recruitment
Fort Nelson First Nation
R.R. #1, Mile 295, Alaska Highway
Fort Nelson, B.C. V0C 1R0
E-mail: recruitment@fnnation.ca

We thank all individuals for applying, but only those applicants whose applications clearly demonstrate meeting all of the requested minimum qualifications will receive a reply.

* Constitution Act, 1982 [Section 35]; Canadian Charter of Rights and Freedoms [Section 15(1)]; Canadian Human Rights Act [Section 16(1)]; Employment Equity Act [Section 5(a), 10(b)]; Declaration on the Rights of Indigenous Peoples [Article 22]; ILO Convention 169 on Indigenous and Tribal Peoples in Independent Countries.