

Job Description

Job Title:	Counsellor (specializing in Indigenous student support)
Department:	Counselling Services
Reports To:	Manager, Counselling Services
Jobs Reporting:	None
Salary Grade:	USG 10 - 13
Effective Date:	January 2023

Primary Purpose

In line with the University of Waterloo's goal of promoting and supporting Indigenous initiatives and a culture of equity, diversity and inclusivity for all, and the University's objective of improving the representation, participation and engagement of equity-seeking groups within our community, Counselling Services strives to create a diverse and inclusive staff team that reflects our society and our student body. In order to address the unique needs and concerns of Indigenous students, we are seeking an Indigenous candidate who has clinical knowledge and experience in mental health and wellness matters related to the lived experiences of Indigenous individuals and communities. This role will also receive support from and work closely with the Indigenous Initiatives Office and the Waterloo Indigenous Student Centre.

The Counsellor is accountable to a Manager, Counselling Services for the provision of front line clinical mental health programs and services. Ultimately, this position underpins the mission of Counselling Services which focuses on supporting and promoting academic success, student and campus mental health, psychological wellness and safety within members of a diverse and global Waterloo community. This position also underpins the mission of the Indigenous Relations to decolonize and Indigenize the University of Waterloo. The mental health, psychological wellness and safety of students are fundamental to the mandate of the university since they are a foundation for personal and academic success.

The ideal candidate will meet the qualifications below and will be an Indigenous person (First Nations Status or Non-Status, Métis, and/or Inuit). Lived experience in an Indigenous community or communities would be an asset.

The University is committed to implementing the Calls to Action framed by the Truth and Reconciliation Commission. We acknowledge that we live and work on the traditional territory of the Neutral, Anishinaabeg and Haudenosaunee peoples. The University of Waterloo is situated on the Haldimand Tract, the land granted to the Six Nations that includes six miles on each side of the Grand River.

Key Accountabilities

Clinical Services - supporting mental health and wellness, as well as personal academic and personal success to clients (i.e., primarily students)

- Clinical assessments: initial/intake assessments; risk of harm assessments
- Treatment planning
- Individual and group counselling/psychotherapy
- Responding to clients in crisis
- Clinical case note and report writing
- Termination planning and referral

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- Working along a continuum from single session therapy to a short-term brief therapy model—and/or working to help clients source appropriate long-term therapy.
 - Design, facilitate and evaluate seminars sessions on various topics related to wellness
 - Design, facilitate and evaluate training to student leaders and other key stakeholders across campus on various topics, including well-being or cultural specific wellness workshops such as medicine wheel teachings.
 - The partnership for the mental health, health and wellness, well-being and safety of the campus community includes active collaboration and teaming with a focus on client issues of shared concern.
- Advocacy** - the Counsellor is an advocate for and supports Indigenous students' academic success and personal learning
- Engage in internal and external partnerships with local Indigenous community supports and on campus Indigenous resources such as the Indigenous Initiatives Office and the Waterloo Indigenous Student Centre to build a network of support services and referral services for Indigenous students
 - Establish a group of Elders on which you can call for support with Indigenous students
 - Engage in training opportunities for various stakeholders around Indigenous wholistic wellness supports
 - Collaborate and consult with key campus support services (e.g., Indigenous Initiatives Office, Waterloo Indigenous Student Centre, AccessAbility Services, Health Services, Student Success Office, etc.) related to students' personal and academic needs
 - Collaborate and consult with faculty, including individual faculty members, the Associate Deans' offices and academic support areas in the interest of students' academic success, retention and graduation
- Relationship Building** – The Counsellor builds a network of colleagues and establishes relationships with multiple community services
- Develop relationships and partnerships across campus and with local communities
 - Builds connections with the communities the students are from
 - In collaboration with other stakeholders, help create relationships from an Indigenous perspective/service need
 - Establish multiple connections to community services, organizations, knowledge keepers, Elders, campus partners, to better serve Indigenous students
- Clinical Practice** - the Counsellor is committed to best clinical practice and best practice in mental health
- The Counsellor has a thorough and expert understanding of developmental issues of late adolescence (e.g., relationships, mental health, disordered eating, transition, sexuality, etc.)
 - Provides appropriate interventions for students using either Indigenous healing modalities and/or Western approaches to mental wellness, based on student need and preference
 - Reflects a unique understanding of the impact of intergenerational trauma and cultural trauma on the lives and mental health of Indigenous students
 - Incorporates the experience of living in Canada with family members and communities experiencing trauma on and off campus
 - Recognizes the common barriers facing Indigenous students when accessing mental health support
 - Creates information about the common barriers facing Indigenous students accessing mental health support to disseminate to other professionals in counselling services
 - Creates programs and services for Counselling Services that are culturally relevant for Indigenous students
 - Facilitates workshops for other mental health professionals at University of Waterloo

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- Remains current with pertinent ethical requirements, research and considerations relevant to the fields of counselling/psychotherapy, mental health assessment and crisis management.
- Maintains a high level of knowledge and awareness of changes and developments in the fields of higher education and counselling, and their implications for the organization and delivery of counselling and clinical services within the institution.
- Represents the interest of the department at conferences, workshops, etc.
- Develops and maintains relationships with Indigenous mental health professionals and organizations within the Region of Waterloo, and across the country

Graduate Supervision and Training

- Under the direction of their Manager, the Counsellor provides supervision of Indigenous graduate students who are participating in clinical residency, internship or practicum placements at Counselling Services.

Multi-Disciplinary Team Member

- As part of a multi-disciplinary team, the Counsellor attends interdisciplinary team meetings, Campus Wellness meetings, Indigenous Relations meetings, and other meetings as requested or directed by their Manager in Counselling Services.

**All employees of the University are expected to follow University and departmental health and safety policy, procedures and work practices at all times. Employees are also responsible for the completion of all health and safety training, as assigned. Employees with staff supervision and/or management responsibilities will ensure that assigned staff abide by the above, and actively identify, assess and correct health and safety hazards, as required*

Required Qualifications

Education

- A graduate degree (masters or doctorate) in the counselling professions (e.g., psychology, social work, etc.). Preference for Indigenous-focused Master of Social Work programs
- Theoretical and practical training in individual and group counselling
- Eligible for registration with a College under the Ontario' Regulated Health Professions Act (1991)

Experience

- The successful candidate will be First Nations, Metis, or Inuit with lived experience of Indigenous world views, cultures and values and strong ties to First Nations, Metis and/or Inuit communities
- Proven experience relationship-building with Indigenous populations
- Knowledge and or experience or skills in the area of Indigenous-focused counselling
- Proven record of achievement in clinical counselling. Scope of practice must include clinical work with adolescent and young adult population
- Experience in university or college setting is beneficial and strongly preferred

Knowledge/Skills/Abilities

- Demonstrated skill and effectiveness in the application of a broad spectrum of psychological interventions/therapies especially Cognitive Behaviour Therapy, Dialectical Behaviour Therapy and expertise in behavioural health
- Counselling or outreach experience with culturally marginalized, at-risk, Indigenous, and other underrepresented groups
- In-depth knowledge of colonization, Indigenous and Canadian histories, intergenerational trauma in the context of Indigenous people

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- Knowledge of the Indian Act
- Knowledge of the health services offered to status Indians / Metis / Inuit
- Thorough understanding of Indigenous cultures, practices and ceremonies
- Knowledge of current issues facing Indigenous people
- Skilled in training others on issues facing Indigenous people
- Familiarity with current research and professional literature pertaining to racial trauma and how it may impact a student's experience, both emotionally and academically
- Experience working with individuals who have experienced oppression, racism, homophobia, transphobia and/or ableism
- Connections with and awareness of community organizations that support Indigenous communities
- Excellent interpersonal, communication (oral and written) and organizational skills
- Demonstrated initiative and strong skills in problem solving and decision making
- Proven ability to work effectively with a multi-disciplinary team

Nature and Scope

- **Contacts:** Internally, collaboration with the Indigenous Initiatives Office and the Waterloo Indigenous Student Centre AccessAbility Services, Athletics & Recreation, Campus Wellness, Centre for Career Action, Co-op Education, Human Resources, Police Services, Registrar's Offices, Student Success Office. Externally, the Counsellor/Psychologist works with community resources to assist in the development and enhancement of campus mental health, psychological wellness, and personal and community safety (e.g., Grand River Hospital, Here 24/7, Canadian Mental Health Association Waterloo Wellington Dufferin Branch, etc.).
- **Level of Responsibility:** This role is responsible and accountable to a Manager of Counselling Services in the development and execution of counselling services including psychotherapy.
- **Decision-Making Authority:** The Counsellor makes decisions concerning evidenced based practice in providing individual and group clinical interventions for clients, when to refer the client to another person or department, developing/designing/providing workshops & presentations, staying abreast of best practices in the mental health field while prioritizing clinical interventions with clients. The Counsellor performs her/his duties conscientiously and responsibly, adheres to high personal standards of behaviour with students, colleagues, members of the University community and clients of the University, and in a manner consistent with the ethics of her/his profession.
- **Physical and Sensory Demands:** Minimal demands typical of a clinical and administrative position operating within an office environment.
- **Working Environment:** The position is exposed to stress and pressure associated with clinical and administrative responsibilities. It involves moderate psychological risk resulting from difficult and unavoidable exposure to disagreeable and uncomfortable environmental and psychological conditions. The position involves the stresses associated with multiple and/or tight deadlines beyond one's control, and constant interruptions. There will be unusual hours and schedules including evening hours.
- Locations include satellite offices within the Indigenous Initiatives Office and the Waterloo Indigenous Student Centre, Needles Hall, and Health Services.