

Job Description

Job Title:	Counsellor (specializing in 2SLGTBQ+ student needs)
Department:	Campus Wellness
Reports To:	Manager, Counselling Services
Jobs Reporting:	None
Salary Grade:	USG 10-13
Effective Date:	February, 2022

Primary Purpose

Campus Wellness strives for an environment that reflects our diverse society and student body. In order to address the unique needs and concerns of our 2SLGTBQ+ students we are seeking a 2SLGTBQ+ candidate who has clinical knowledge and experience in mental health and wellness matters related to the lived and intersectional experiences of 2SLGTBQ+ individuals and communities, using anti-racist, trauma-informed and affirming therapeutic approaches.

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 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.

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.

Key Accountabilities

Clinical Services – using an anti-racist, trauma informed and affirming approach to supporting mental health and wellness, as well as personal academic and personal success of students/clients

- Clinical assessments: initial/intake assessments; Gender Affirming Care Psychosocial Review and Readiness 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
- Working along a continuum from single session therapy to a short-term brief therapy model--the expectation is that most clients can be assisted within a limited number of sessions

Advocacy - the Counsellor is an advocate for and supports students' academic success and personal learning

- Understanding the Ontario medical system, criteria for Hormone Replacement Therapies and Gender Affirming Surgeries and remains updated on appropriate local resources for referrals as needed
- Uses a trauma informed, gender affirming assessment tools and has experience in writing letter of supports

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- Collaborate and consult with key campus support services (e.g., AccessAbility Services, Student Success Office, EDI-R Office etc.) related to students' personal and academic needs.
- Collaborate and consult with Campus Wellness physicians and health care providers .
- 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.
- Design, facilitate and evaluate seminar and training sessions on various topics.
- The partnership for the mental health, health and wellness, well-being and safety of the campus community includes active collaboration with a focus on client issues of shared concern.
- Provide consultation/expertise to the university community regarding issues that affect the educational, developmental, and psychological well-being of students; provide consultation services an occasional in-service training to faculty, administrators, and student leaders on mental health and developmental issues.

Clinical Practice - the Counsellor is committed to best clinical practice and best practice in mental health

- Thorough understanding of developmental issues of late adolescence (e.g., relationships, mental health, disordered eating, sexuality, identity and intersectionality etc.).
- Thorough understanding and affirmative approach to working with 2SLGBTQ+ students, with specific competency in trans and non-binary students' mental health issues, such as gender dysphoria and minority stress.
- Thorough understanding of intersectionality and diversity within the 2SLGBTQ+ Community, and the impact of colonization on Two-Spirit students
- Provides clinical counselling with both domestic and international students and maintains awareness of 2SLGBTQ+ related issues, services and developments on a local, national and international basis.
- Applies knowledge and understanding of local and provincial trans care pathways, related services, research and legislation in clinical practice.
- 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.

Graduate Supervision and Training

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

Multi-Disciplinary Team Member

- As part of a multi-disciplinary team member, the Counsellor attends interdisciplinary team meetings, department meetings, Campus Wellness meetings, and other meetings as requested or directed by their Manager.

**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

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- A graduate degree (masters or doctorate) in the counselling professions (e.g. psychology, social work, etc.)
- Theoretical and practical training in individual and group counselling
- Registration with a College is required.

Experience

- Proven record of achievement in clinical counselling. Scope of practice must include clinical work with adolescent and young adult population
- Experience working with an affirmative approach to 2SLGBTQ+ mental health issues
- Experience working with an anti-racist and trauma informed lens
- 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
- Knowledge and understanding of Trans care pathways, related services, research and legislation.
- Awareness of 2SLGBTQ+ related issues, services and developments on a local, national and international basis
- Knowledge of intersectionality and diversity within the 2SLGBTQ+ Community, and the impact of colonization on Two-Spirit students
- Connections with and awareness of community organizations that support 2SLGBTQ+ 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 AccessAbility Services, Athletics & Recreation, Campus Wellness, Centre for Career Action, Co-op Education, Human Resources, Police Services, Registrar's Offices, Student Success Office, EDI-R Office and student groups. 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 their profession.
- **Physical and Sensory Demands:** Minimal demands typical of a clinical and administrative position operating within an office environment.
- **Working Environment:** This position is exposed to a high level of minority stress and psychological risk (e.g. vicarious trauma, burn out) to the clinician when a therapist use of self, lived experience, expertise and main area of focus deeply intersect. This may be specifically heightened in a role such as this, where a clinician is expected to have lived experience in their area of practice. Counselling Services will ensure to build in additional support for clinician wellbeing (e.g. supervision needs,

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community of practice, extra PD support etc). 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, Needles Hall, and Health Services.