

Flourish with Carya

Family Counsellor – Positive Fathers and Mental Health Integration Program

Calgary is a complex city filled with incredible opportunities and dynamic challenges for those who call it home.

For over 110 years, Carya has worked diligently to meet the evolving needs of Calgarians by providing members of our community with the tools they need to be stronger, more connected, and more resilient.

Today we offer over 40 programs for individuals and families at all stages of life. From providing mental health support to fostering multi-generational wellness and strong families – Carya's dedicated team of professionals plays an essential role in ensuring a vibrant and healthy future for all Calgarians.

About the Role

📍 Calgary, AB

💰 Salary: \$59,999 – 73,790

🕒 Full-Time Temporary (37.5 hrs / week) TBD Start Date until December 31, 2024

Our strength lies in our people, who, together with their diverse backgrounds, create a workplace where excellence is valued, and the atmosphere is both collaborative and forward-moving. Currently, we are seeking an experienced **Family Counsellor** to engage with fathers/male caregivers experiencing challenges in their relationship with their children. This new program will run in partnership with Fathering for the Future programs, run by Families Matter (Be a Great Dad and Caring Dads).

Working from a trauma-informed, strengths-based approach, you will work with trained facilitators from Families Matter who are running groups for Dads. Counseling will be offered to group participants as an additional service where your counseling skills and strategies will empower them and help build their resilience. You will develop and evaluate service goal plans, maintain clinical records, and meet reporting requirements. Additionally, you can provide participants with community and internal referrals if required. An understanding of attachment, family systems approach, and natural supports is an asset.

While this position will primarily focus on providing one-on-one brief counseling, participating in groups may be required on a weekly basis. Evening work, as well as a flexible schedule, is expected.

Who You Are

- A proactive self-starter who likes to get creative and support on diverse deliverables.
- An organized and critical thinker who can visualize organizational goals and progress towards them.
- A creative collaborator who values professional relationships, belonging, kindness and diverse perspectives.

What You'll Do

- Work in partnership with Families Matter group facilitators with the Caring Dad's and Be a Great Dad group programs.
- Alongside the group, direct counselling services will be offered to the group participants. Counselling will be offered in various settings, including Families Matter locations, onsite at Carya and in the community.
- Effectively engage clients, focusing on growth, development, and positive change using treatment options such as CBT, attachment therapy, family systems therapy, and trauma modalities.
- Follow ethical guidelines and respect participants' uniqueness and right to self-determination, keeping in mind a child's right to be protected.
- Manage an active caseload and be willing to see primarily male participants. Caseload composition will vary based on community needs, funder requests, and agency needs.
- Manage cases, including assessment, intervention, closure, and documentation of the process.
- Stay informed about relevant literature and research to ensure service delivery aligns with best practice and ethical guidelines.
- Regularly utilize supervision and work holistically and collaboratively with all involved partners.
- Ensure service delivery aligns with policy and procedure guidelines and meets performance standards.
- Must be available to deliver services at least two evenings per week and be flexible and creative in meeting

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participant needs.

What You Bring

- **Master's degree in Counselling, Social Work (Clinical Focus), Clinical Psychology or a related field required.**
- **Current registration with either the ACSW, CAP or CCPA regulatory body is required.**
- **The ability to work at least two evenings a week is required.**
- A passion for creating change is required, along with experience in Domestic Violence, Addictions, Substance Use, and working with a male population.
- Preferably, 3–5 years of experience in a clinical setting, providing brief counseling to families and individuals.
- Training and experience in treatment options, such as CBT, attachment, family systems therapy, and trauma modalities, is an asset.
- Experience in running groups is recommended. Training will be provided for the Fathering for the Future groups.
- Takes a posture of cultural humility when working with diverse populations; experience with Indigenous and/or immigrant families is an asset.
- The ability to provide counseling in more than one language is an asset.
- Exhibits exceptional team orientation, collaboration, and independence in schedule management.
- Possesses excellent oral and written communication skills.
- Proficiency in Microsoft 365 with a focus on SharePoint, Word, Teams, and Outlook; Case management software, such as Penelope.
- Completion of Natural Supports Framework training is an asset.
- Certification with the Alberta Family Wellness Initiative's Core Brain Story.

Why Join Team Carya

When you join team Carya, you are joining over 100 passionate professionals who exemplify our values of *Respect, Kindness, Creativity, Collaboration, Belonging, Wellness*. Our employees are the heart of our organization and work collaboratively to meet the unique and evolving needs of over 40,000 Calgarians.

At Carya, we take care of our people and proudly provide our employees with:

- Exceptional work life balance including paid vacation time off, personal time off each month and office closures during the year.
- A supportive and flexible work environment that includes professional development opportunities.
- A focus on health and wellbeing including access to virtual mental and physical health supports, employer paid extended health benefits, dental benefits, an annual health spending account and Employer matched RRSP contributions.
- Recognition that peoples are a combination of many intersecting identities; we work to cultivate an environment that welcomes the whole person and harnesses the strength that is available in our diversity, creating a rich and inclusive workplace.

The **Family Counsellor** will receive a comprehensive total compensation package including:

- Employer-paid premiums for extended health benefits and 50/50 share of dental premiums.
- Up to 7% RRSP matching.
- Annual Health Spending Account.
- Three (3) weeks paid vacation pro-rated to start date and eligible for use in the first year of employment.
- Monthly Personal Time Off (PTO) day.
- Paid office closure days between Christmas and New Year.
- Discretionary Day of Observation each year for use on a day that is of personal significance.
- Agency provided property as needed by the role.

Closing Date

Until a suitable candidate is found.

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How to Apply

Please submit a single PDF containing your cover letter and resume with your name as the file name.
Email your file to HR@caryacalgary.ca with the job title in the subject line.
Applications submitted without a cover letter will not be considered.

We thank all those who expressed their interest, however only those selected for an interview will be contacted.

Equal Employment Opportunities, Requesting an Accommodations Statement, and other Employment Statements

Carya is deeply committed to building a workplace where inclusion is not only valued but prioritized. We are proud to be an equal opportunity employer, seeking to create a welcoming and diverse environment. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, family status, marital status, sexual orientation, national origin, genetics, neurodiversity, disability, age, or veteran status, or any other non-merit based or legally protected grounds.

Carya is committed to providing reasonable accommodations to qualified individuals with disabilities in the employment application process. To request accommodation, please contact People & Culture by email at HR@caryacalgary.ca in advance of your interview.

The successful candidate must satisfactorily complete a Police Information Check with Vulnerable Sector Search and a Child Intervention Record Check.

Carya – Nurturing the Potential in Every Calgarian.