



**Position:** Manager of Counseling

**Department:** Ministry

**Reporting To:** Senior Director of Ministry

**Status:** Full Time Permanent

**Start Date:** ASAP

**Work Location:** Serving all Scott Mission ministry locations

**Position Summary:**

The Manager of Counseling is responsible for providing key managerial oversight to the development and deployment of Scott Mission's Counseling program, including staff and activities across all TSM locations and ministry channels (Welcome Centre, Shelter, Community outreach, and Daycare.) The Manager of Counseling will work closely and collaboratively with the various Ministry Managers, Coordinators and staff to ensure cohesive and effective implementation of Scott Mission's vision for the families or individuals from who are actively engaged in Scott Mission's Journey of Transformation program across the various Ministry locations and channels.

**Duties & Responsibilities:**

- Provide clinical supervision, consultation and training to counsellors/therapists, group facilitators, and student interns within Scott Mission as well as external clinical staff based on business contracts.
- Maintain clinical leadership over the Counseling staff team, ensuring their understanding of and adherence to all clinical and administrative procedures with the program to ensure exceptional clinical support services, including documentation protocols.
- Support the implementation of the program's strategic plans, direct and monitor clinical activities so that strategic goals and approved budgets are met.
- Having a speciality in Addictions, will assist in Addictions Recovery Program Design & Piloting.
- Monitor client intakes into the program to ensure every client has been provided with a high level of clinical service from the team.
- Support the completion of any investigations.
- Determine where the policies and procedures and protocols require updates or adjustments to ensure best practices are being adhered to.
- Maintain and strengthen collaborative relationships with community partners.
- Support staff needs for ongoing training and professional development.
- Provide therapeutic and spiritual support to staff/intern counselling team.
- Carry a small case load and provide clinical psychotherapy to children, youth, adults, couples, or families dealing with a wide range of clinical issues, including those who are struggling with addictions.
- May be required to facilitate open or closed psycho-educational groups or provide soft skills training workshops as needed.

- Maintain a high level of clinical competence, participate in professional/program development, clinical training opportunities and staff training, and remain current in the knowledge of and adhere to agency policies and procedures as well as relevant legislation.
- Provide clinical consultation support to the case management team and other ministry teams where needed.
- Support Managers of various Ministry Channels (Shelter, Welcome Centre, Daycare) in the spiritual care and development of TSM clients and staff
- Collaborate with Transformative Ministry staff (Case Management, Spiritual Formation, Life Skills, Recovery, etc.) to ensure the cohesive implementation of TSM's transformational vision and activities.
- Identify gaps and opportunities to increase excellence and transformational outcomes.

**Required Experience and Education:**

- Master's degree in Social Work or Counselling is preferred
- Membership in good standing with the appropriate regulatory body (CRPO, OCSWSSW) and ability to provide clinical supervision to qualifying/registered members of the appropriate regulatory body.
- Minimum of 5 years' experience in a relevant clinical supervisor and/or management position in health or social services.
- Demonstrated knowledge of the integration of therapeutic models with the Christian faith and Christian spiritual disciplines, and spiritual assessment.
- A committed follower of Jesus with a vibrant and growing faith.
- Member of a Christian church, a demonstrated commitment to the Mission, Vision, Core Values of TSM, and agreement with the Statement of Faith of TSM.
- Participation in TSM Christian Faith Based Ministry programs: Devotionals, prayer support for both staff and clients.
- Demonstrated knowledge of clinical assessment/formulation; developmental trauma and trauma-informed care; attachment theory; family systems theory; evidence-based/evidence-informed therapeutic modalities including CBT, DBT, SFT, Narrative Therapy, EFT, and motivational interviewing.
- Clinical training and experience (demonstrated understanding of relevant issues) working with marginalized individuals who come from diverse backgrounds, socio-economic status, cultures, and their family systems.
- Significant knowledge and experience working with a range of clients presenting with substance use and concurrent disorders.
- Understanding of social determinants of health and awareness of systemic barriers to service, such as poverty and homelessness.
- Strong planning, program development, and organization skills
- Interpersonal skills, tact and diplomacy and the ability to work with a variety of styles and manage conflict productively.
- Excellent communication skills both verbally and writing.
- Superior conflict resolution and problem-solving skills, including the ability to deal with crisis.
- Visionary, self starter, transformational, solutions-focused.
- Dependable, personable, a team player.
- Must be a member in good standing of a regulatory college whose members may practice psychotherapy. \*

A combination of education and experience that demonstrates the ability to perform the responsibilities of this position may be considered in lieu of stated education and experience requirements.

Interested applicants are invited to send a resume with cover letter to:  
[careers@scottmission.com](mailto:careers@scottmission.com)

The Scott Mission welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process. Employment is conditional to results of Police Reference Check and satisfactory reference.