

***Employment Opportunity***

***Clinical Counsellor at Young Bears Lodge***

***Full time Temporary Tuesday-Saturday 9am-5pm (Maternity Leave Coverage)***

**Who we are:**

UNYA has been supporting the health and wellbeing of Indigenous youth in the Metro Vancouver area for over 30 years. As a respected non-profit, charitable organization, we recognize Indigenous youth as experts in their own lives and strive to provide youth with programs and opportunities that are relevant and meaningful to them.

At Urban Native Youth Association UNYA we have developed a Philosophy of Care foundation, drawing from best practices and Indigenous Knowledge. These philosophies are the grounding framework that shapes all of our decisions and every interaction we have with the youth we serve. Following these philosophies empowers our staff to meet youth where they are at, by giving them the ability to balance flexibility and structure. This allows us to meet our youth’s needs and ensure that our youth experience a consistent quality of care across all UNYA programs. Our 5 key philosophies are:

• Trauma-Informed Practice

• Two-Eyed Seeing

• Harm Reduction Practice

• Youth/Person Centered Practice

• Culture as Therapy

**Highlights of this opportunity:**

Young Bears Lodge (YBL) is an Indigenous-specific, culturally-based, youth residential addictions treatment program designed for Indigenous youth aged 13–18. Grounded in Indigenous approaches and rooted in cultural responsiveness, YBL seeks to empower youth in reshaping their relationship with substances. Operating in a substance-free, live-in environment, the YBL program seamlessly blends Indigenous culture, therapeutic and individual approaches. The 20-week residential program, divided into four cycles, aligns with Indigenous cultural teachings and protocols and is complemented by a month-long transitional day-program during June and December. This is a unique position that works on the leadership team at YBL including: The Manager, Cultural Counsellor & the Intake Counsellor. Together this leadership team oversees the health, wellbeing, support & direction for both staff & our youth.

**As a Clinical Counsellor at YBL, you will engage in:**

* **Community Collaboration:** 
  + Collaborate with youth, their families, their circle of care, UNYA wraparound services, and YBL Leadership to develop and coordinate individualized care plans and goals.
  + Facilitate connections with local health services, social workers, educators, and the youth’s Nation to align support strategies with relevant community programming. Advocate for youth to access necessary resources, including housing, education, employment, and cultural supports.
* **Program Development, Implementation & Monitoring:**
  + Conduct comprehensive assessments using standardized health tools, clinical expertise, and culturally appropriate methods during intake and regular monthly reviews.
  + Continuously evaluate and adjust youth goals and support strategies based on progress monitoring and ongoing collaboration with the YBL team.
  + Prepare progress reports, summaries, transition plans, and discharge documents related to clinical needs
  + Develop and provide staff training on safety plans, incident response/documentation and support strategies tailored to individual youth needs.
* **Emotional Support & Counseling:**
  + Offer guidance and emotional support to youth and staff during times of crisis, including providing one-on-one debriefing or counseling sessions until the youth can meet with their regular counselor.
  + Design and lead workshops and programs on mental health, self-esteem, identity exploration, substance misuse, and safety & prevention planning.
* **On-Call Leadership:**
  + Be part of the leadership weekly on-call rotation that supports all UNYA Live-In Programs.

This position works **40 hours per week, Tuesday – Saturday, 9 AM – 5 PM.** ***This position is temporary covering a maternity leave coverage until November 2026.*** Regular hours are daytime, with some evening work and emergency on-call coverage. Schedule may be adjusted to meet program needs. This position reports directly to the Program Manager and the Director of Clinical Programs.

**Qualifications and Conditions:**

1. **Educational and Experience Background preferred:** Master’s Degree in Clinical Counselling or Social Work, experience working with youth with or affected by mental health & substance use, or an equivalent combination of education, training, experience, traditional knowledge & cultural teachings.
   * Knowledge & training of Indigenous Cultural Safety and experience providing culturally safe care to Indigenous people, families or communities.
   * Demonstrated understanding of harm reduction practice and trauma-informed approach.
   * Ability to integrate cultural planning into clinical coordination.
   * Experience working with substance use, harm reduction and concurrent disorders is required.
2. **Cultural Understanding:** Depth of knowledge of the family and social issues faced by Indigenous youth today, including the generational impacts of the residential school system on families and communities.
3. **Background Check:** Completion of a criminal record check satisfactory to UNYA
4. **Health Requirements:** Proof of COVID-19 vaccinations
5. **Certifications:** Preference provided to candidates who are registered with a certifying body in counselling in BC/Canada. First Aid and Food Safe Level 1 certificates are an asset, though paid training is available upon hire.
6. **Driving:** Valid Class 5 Driver’s License is a requirement.
7. **Preference:** Given the needs of the youth accessing our programs, priority will be given to qualified Indigenous, First Nations, Métis, and Inuit candidates as per section 41 of the Human Rights Code.

**What We Offer:**

* **Compensation: $71,635.00 - $77,730.00 Annually**
* **Comprehensive Benefits Package:** 100% employer paid.
* **Paid Time Off:** Paid vacation, sick days, and wellness days after successfully completing 3-month probationary period.
* **Employee Assistance Program (EAP):** Access to no-cost counseling services for full-time UNYA staff.
* **Cultural and Spiritual Support:** Guidance and teachings from UNYA’s Elder in Residence.
* **Professional Development:** Monthly staff development day, including a morning of professional development, a shared meal, and afternoon activities.

**How to Apply:**

To apply, send a cover letter and resume to the attention of the **Director of Clinical Programs at sarah.heneghan@unya.bc.ca**. Please indicate the position you are applying for in the subject line. Resumes will not be reviewed without a cover letter.

This posting will remain open until the position is filled. **Final closing date: July 15, 2025.**

*We are an Indigenous youth organization whose mandate is to provide meaningful opportunities for Indigenous youth. We encourage qualified Indigenous – First Nations, Métis, and Inuit – applicants to apply. If you identify as Indigenous, please let us know in your application.*

**Acknowledgment:**

UNYA acknowledges that we are gathered on the ancestral, traditional, and unceded territories of the Coast Salish Peoples, including the territories of the xʷməθkʷəy̓əm (Musqueam), sḵwx̱wú7mesh (Squamish), and sel̓íl̓witulh (Tsleil-Waututh) Nations. We are honored and grateful to be able to do our work on this land.