

Ministry

**Describe: Basic Job Details****Position**

Position ID

Position Name (30 characters)

Current Class

Requested Class

Supervisory Level

**Employee**

Employee Name (or Vacant)

**Organizational Structure**

Division, Branch/Unit

 Current organizational chart attached?

Supervisor's Position ID

Supervisor's Position Name (30 characters)

**Design: Identify Job Duties and Value****Job Purpose and Organizational Context**

Why the job exists:

Provincial Campus Based Care Centers (PCBC) across the province that provide trauma-informed care and secure services to support vulnerable youth and their families.

The primary goal of this position will be to educate, restore, maintain, and support the recovery of youth seeking help with substance use problems that promotes quality of life and informed decision making. Services will incorporate a continuum of addiction recovery therapies and be provided through an integrative service approach that fully integrates working from a trauma informed perspective and strong knowledge and understanding of Indigenous Culture and importance of cultural and community connections with recovery.

The incumbent will work as part of a multi-interdisciplinary team to develop a youth's individual care plan that will include those addiction services provided by the incumbent. The incumbent will provide quality, youth-focused, recovery based and culturally appropriate assessment, care, case management, crisis intervention, education and referral services for youth and their families in their designated PCBC. Services will include a combination of direct client services, PCBC addiction related consultations and evidence-based practice enhancements, community resource development and referrals as well as education for both youth and staff.

## Responsibilities

Job outcomes (4-6 core results), and for each outcome, 4-6 corresponding activities:

### A. EDUCATION

- Provide psycho-educational groups, in collaboration with CYC staff and/or clinicians, on drug knowledge, addiction, harm reduction/safety, impact of addictions on others and relapse prevention to youth.
- Provide ongoing education to PCBC staff (wage, permanent and leadership) on current topics (drugs, drug lingo, new care options, best practices, impact of addictions on others, etc.).

### B. REFERRALS

- Build relationships with community partners and Alberta Health Services (AHS) who provide addiction supports, services and care options to ensure PCBC's have an up-to-date list of addiction related services as well as established links and processes for referring youth;
- Provide and/or support referrals for youth to community/AHS programs both while in the PCBC and when transitioning from the centre. This includes connecting youth with community addictions workers to follow them when they transition to community.
- Help youth develop a network that facilitates recovery, in partnership with their case team, and develop recovery plans.

### C. COUNSELLING

- Complete addiction assessments and work individually with youth on harm reduction and safety strategies as well as addiction issues from a change model perspective;
- Provide both in the moment support, individual and group counselling as identified in each youth's individual plan;
- Work closely with medical team (Nurse, Physician and Psychiatrist and Occupational Therapist as appropriate), caseworker and safety network to ensure addiction services are integrated into overall health supports;
- Participate as a member of the care team in discussions/shift exchanges, goal planning discussions and decisions, progress reviews, case conferences/service team meetings as well as staff meetings at the PCBC;
- Communicate with staff on shift to ensure team awareness of when they are meeting with the youth and any outcomes or concerns that PCBC CYC staff need to be aware of;
- Complete reports as required for evaluation period, progress reviews, case conferences and transition/discharges;
- Participate in transition planning and transition services (where appropriate) for youth when returning to family or having family involved with care focus of addictions;
- Participation in Indigenous Ceremony and events with staff and youth as this is a big part of recovery.

### D. PRACTICE ENHANCEMENTS

- Act as a practice resource for PCBC staff in supporting youth engaging in addictions or in activities that put them at risk of engaging.
- Conduct regular evaluations of addictions services at the PCBC and make recommendations to the leadership team for improvements based on the evaluations and current evidence-based best practice research;
- Work with the PCBC Leadership Team to identify training needs and opportunities to support PCBC staff's ongoing learning in the addictions area.

- Support any addiction related initiatives (such as VODP, Naloxone, NARCAN) as directed by the Provincial Care Based Campus Centers across the province;
- Enhance PCBC's harm reduction knowledge and evidence-based practice with respect to addictions and enhancing youth's safety;
- Review current addiction related practices and procedures (including detox processes, medical clearance processes, etc.) and identify any areas for improvements;
- Ensure Indigenous healing practices and culture are fully integrated into addiction services as well as ensuring services are respectful of other cultural considerations and needs.

E. SUPERVISORY

- supervise all Addictions Counsellors across PCBC's in a manner that provides the best possible service in accordance with parameters of the position.
- support staff in building their capacity in their practice approach
- analysis of information and theory/research to practice.

**Problem Solving**

Typical problems solved:

The Addictions Counsellor is responsible for working with youth to support their unique needs and develop plans to support them in making informed life decisions and developing plans for recovery. The Addictions Counsellor must be familiar with community resources and programs available to support the unique needs of the youth.

Youth, families, PCBC staff and other professionals involved may all have varying worries and perspectives on addiction related concerns and services required. The Addiction Counsellor will need to work from a youth-focused and multi-disciplinary team approach to find a common way forward with services being provided.

Types of guidance available for problem solving:

The Addictions Counsellor is part of a multi-disciplinary care team that includes medical professionals, clinicians and front-line (and supervisors) child and youth care professionals. In addition to these team members being an important avenue to problem solve, the program supervisor is available for consultation on complex issues/ concerns raised.

Direct or indirect impacts of decisions:

The Addictions Counsellor works directly with youth in a collaborative multi-disciplinary team approach with the Provincial Care Based Centers, casework team and guardians/caregivers to deliver an individualized addictions plan focused on stabilization, care and transition to community resources upon discharge.

**Key Relationships**

Major stakeholders and purpose of interactions:

Provincial Care Based Center teams - to communicate, discuss and plan addictions services as part of the youth's individual care plan and to ensure strategies and concerns are shared daily.

Child Intervention case teams - to incorporate current addiction worries into PCBC care as well as community referrals and follow-up and transition to community planning.

Guardians/caregivers - to ensure concerns and expectations are considered and incorporated (where appropriate) into services, referral and care.

Contracted agencies/community partners - to develop relationships that support referrals and access to youth for addiction related services, support and care options

Alberta Health Services - to develop relationships that support referrals and access to youth for addiction related services, support and care options

Other professional resources (such as schools, probation, etc.) - to support youth when addiction related issues impact other areas of their lives.

## Required Education, Experience and Technical Competencies

Education Level <b>Diploma (2 year)</b>	Focus/Major <b>Other</b>	2nd Major/Minor if applicable	Designation
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If other, specify:

**Addictions, Social Work**

Job-specific experience, technical competencies, certification and/or training:

Individuals eligible for registration under the Health Professions Act must maintain active registration.

## Behavioral Competencies

Pick 4-5 representative behavioral competencies and their level.

Competency	Level					Level Definition	Examples of how this level best represents the job
	A	B	C	D	E		
<b>Creative Problem Solving</b>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<b>Engages the community and resources at hand to address issues:</b> <ul style="list-style-type: none"> <li>Engages perspective to seek root causes</li> <li>Finds ways to improve complex systems</li> <li>Employs resources from other areas to solve problems</li> <li>Engages others and encourages debate and idea generation to solve problems while addressing risks</li> </ul>	Each youth is unique and their care needs need to be designed to meet these unique needs. Ability to be creative in who to involve, how to address and ways to engage youth will be ensure to help youth on their healing path.
<b>Drive for Results</b>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<b>Works to exceed goals and partner with others to achieve objectives:</b> <ul style="list-style-type: none"> <li>Plans based on past experience</li> <li>Holds self and others responsible for results</li> <li>Partners with groups to achieve outcomes</li> <li>Aims to exceed expectations</li> </ul>	Incumbent will assess youth (past trauma and current trauma responses) and work in collaboration with PCBC care team to achieve positive outcomes for youth.
<b>Build Collaborative Environments</b>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<b>Collaborates across functional areas and proactively addresses conflict:</b> <ul style="list-style-type: none"> <li>Encourages broad thinking on projects, and works to eliminate barriers to progress</li> <li>Facilitates communication and collaboration</li> <li>Anticipates and reduces conflict at the outset</li> <li>Credits others and gets</li> </ul>	Incumbent will need to build consensus on goals and care strategies across a multidisciplinary team both within the PCBC as well as with external professionals and guardian.

		talent recognized • Promotes collaboration and commitment	
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### Benchmarks

List 1-2 potential comparable Government of Alberta: [Benchmark](#)

063RB06 - Recreation Therapist (Human Services)

### Assign

The signatures below indicate that all parties have read and agree that the job description accurately reflects the work assigned and required in the organization.

\_\_\_\_\_  
Employee Name

\_\_\_\_\_  
Date yyyy-mm-dd

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Supervisor / Manager Name

\_\_\_\_\_  
Date yyyy-mm-dd

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Supervisor / Manager Signature

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Director / Executive Director Name

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Date yyyy-mm-dd

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Director / Executive Director Signature

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ADM Name

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