

RCR

REGENESIS CENTRE
FOR RECOVERY INC.



Outreach Counsellor - Job Posting

Regenesiis Centre for Recovery Inc. (RCR) is a nonprofit and registered charity opening a new addictions recovery facility in Winnipeg, MB Canada. RCR will be the first of its kind in the province, offering wraparound secondary care addictions treatment, specifically catering to women and non-binary clientele from the 2SLGBTQIA+, BIPOC, and disabled communities. We are hiring two full-time permanent staff members to facilitate the day-to-day operations of the organization—a Program Coordinator who will run the on-site programming, and an Outreach Counsellor who will act as a therapeutic case manager for clients entering and exiting RCR's program.

In order to reflect the clientele RCR serves, preference will be given to women, non-binary, and 2-Spirit applicants belonging to the 2SLGBTQIA+, BIPOC, and/or disabled communities, and those who have lived experience with addiction.

Qualifications:

Education and Experience

- Masters degree in one or more of the following fields: clinical social work, counselling or clinical psychology, marriage and family therapy, or related fields.
- Minimum two years of related community experience in the addictions/mental health field.
- Extensive knowledge of Manitoba's judicial and Child and Family Services (CFS) systems.
- Extensive knowledge of Turtle Island's Indigenous history, culture, customs, beliefs, and barriers within public systems.
- Extensive knowledge of 2SLGBTQIA+ history, culture, and barriers within public systems.
- Experience working within a trauma-informed care model.

Certification/Licensure/Registration

- Responsible for maintaining and providing proof of registration with the relevant regulatory body.
- Valid driver's license and acceptable driver's abstract required.
- Satisfactory criminal record and prior contact check, clear child and elder abuse registry check.



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Skillset

- A strong understanding of intersectional feminism.
- A strong understanding of the impacts of colonialism and historical challenges such as inter- and multi-generational trauma, sexual exploitation, homelessness, gang involvement.
- A strong understanding of Turtle Island's Indigenous cultures and values, with the ability to incorporate into daily work.
- A strong understanding of the impacts of discrimination against non-binary individuals and the 2SLGBTQIA+ community, with the ability to incorporate into daily work.
- A strong understanding of harm-reduction practices.
- The ability to demonstrate the understanding and use of trauma-informed care.
- The ability to establish and maintain effective and respectful relationships with clients, families, and communities.
- Working knowledge of the principles of biopsychosocial rehabilitation and recovery.
- The ability to facilitate individual and group therapy sessions.
- Skills in the assessing, planning, development, prioritization, and coordination of services.
- Excellent networking and inter-agency relationship-building skills.
- Extremely self-motivated, driven, focused, and pro-active.
- Excellent organizational, communication, and interpersonal skills.
- Flexible and adaptable to the changing demands of a new nonprofit organization.
- The ability to work unsupervised within the community at large.

Working hours and scheduling

- This position requires a minimum of thirty-two (32) hours per week from Tuesday - Friday, or as required by RCR client needs.
- This position requires that the successful applicant be available for an on-call after-hours rotation, including but not limited to: responding to calls, texts, emails, facility emergencies, etc.
- This position requires that the successful applicant be available for occasional weekend/overnight on-site shifts if needed based on CFS reunification planning.



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Position Description

Reporting to Regenesi Centre for Recovery's (RCR) Executive Director (ED), the Outreach Counsellor will participate in the operation of RCR as outlined below:

Administration

- Develop, maintain, and manage a professional schedule to evaluate, meet, and prioritize the demands of outreach clients and off-site obligations (unless otherwise directed).
- Keep the Executive Director abreast of daily schedule and whereabouts for staffing and safety purposes. Be available for a minimum of thirty-two (32) hours per week from Tuesday - Friday and an after hours emergency on-call rotation.
- Participate in the conception, planning, and overall functioning of all fundraiser events as required.
- Assist with funding requests/grants proposals as required.
- Attend on- and off-site meetings as required.
- Maintain up-to-date digital client files.
- Assist in the development, organization, and facilitation of RCR curricula and content for group therapy sessions, seminars, workshops, intake materials, assessments, etc. as required.
- Maintain mileage records for company accounting purposes.
- Maintain accurate financial records for any business-related expenses.
- Facilitate for all necessary duties to be covered by available staff/volunteers when absent from the workplace (e.g. mental health days, sick days, vacation time).
- Participate in performance reviews as required.
- Perform other duties as assigned.

Community Involvement

- Develop community-based contacts through organizations already working with potential clientele for the purposes of recruiting clients and maintaining positive professional relationships.
- Participate regularly in aforementioned organizations' events such as community patrol walks for the purpose of familiarization with community members who may wish to seek treatment.



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Client Management

- and assist potential clients with applications to RCR.
- Maintain relationships with clients throughout their journey toward recovery—specifically during medically-assisted detox and primary treatment by acting as a primary contact and support.
- Provide guidance and respond to calls, texts, emails, or other methods of communication from potential clients, former clients, and clients in other stages of treatment in a timely manner.
- Organize and facilitate weekly outreach group activities for those who graduate from or exit RCR.
- Refer current and graduated clients to external community resources.
- Provide individual and group counselling to graduated clients when requested.
- Maintain contact with, and provide support to clients on RCR's waitlist.
- Consult with the Executive Director and Psychiatric Nurse Consultant(s) on medical matters as they pertain to clients.

On-Site Support

- Provide supervision, facilitate programming, and ensure the residence is running smoothly during the hours that you are on-site.
- Liaise with related agencies and professionals to build working relationships and coordinate on-site guest speakers, off-site volunteer opportunities, community activities, etc.
- Complete client assessments in collaboration with the Program Coordinator as required.
- Co-facilitate intake interviews and assessments as required.
- Recruit, coordinate, and train volunteers/practicum students as required.
- Provide additional on-site assistance as required during colleague absences (e.g. during mental health days, sick days, vacation time) as required.

Probationary Period

This position will have a three (3) month probationary period in which both the employer or the employee may terminate the employment contract without notice.



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Following the probationary period, the employee is required to provide a minimum of two (2) weeks notice prior to terminating the employment contract. The employer is required to provide two (2) weeks notice prior to terminating the employment contract, or as Manitoba labour laws dictate at the time of termination.

Compensation

Salary

- The Outreach Counsellor position will provide an annual gross salary of \$65,000 -75,000 (DOQ).
- This position will be entitled to a minimum yearly salary increase of 3.0% or as deemed appropriate by the current Board of Directors.

Work/Life Balance

- Following the first year of employment, this position will receive three (3) weeks of paid vacation time per year; for years 2-5. This position will receive one (1) additional week of paid vacation time for each five (5) additional years of service up to a maximum of eight (8) weeks. Unused vacation time may be carried over for up to one (1) year.
- This position will receive eight (8) paid sick, personal, or family care days per year, after 30 days of continuous employment. This time cannot be carried over to the next year.

Benefits, RRSPs, and Perks

- This position will receive full health benefits along with RRSP contributions as determined by RCR's Board of Directors.
- The successful candidate will be permitted to eat meals free of charge while working on-site.

Technology

- The successful candidate will either receive a cellular telephone which can be used for both business and personal purposes, or will be compensated a \$50 monthly allowance for the use of the candidate's existing personal device.
- The successful candidate will receive a laptop/tablet for business use.



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Company Vehicle

This position will require a valid driver's licence and the use of a reliable vehicle.

- Should the Outreach Counsellor wish to use their own vehicle, RCR will reimburse for combined mileage/fuel costs as per the current CRA rate. In this case, the Outreach Counsellor will be responsible for all registration, insurance, fuel, and maintenance costs upfront.
- Should the Outreach Counsellor wish to use a business vehicle, they will receive a leased vehicle paid for by RCR for the purposes of off-site work assignments.

How to Apply

Qualified candidates are asked to email their CV/resume along with a cover letter explaining why they believe they would be a good fit for this position to:

Cindy Foster, Executive Director (she/her) at careers@nataliebell.ca

Applications will be reviewed as received. While RCR thanks all applicants, only those selected for an interview will be contacted.



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