

JOB DESCRIPTION Non-management

DATE: Nov 9, 2023

Job Title: Community Addictions Worker

Service Area:

Reports to: Program Supervisor

Job Code: 30006959, 30536435, 30536436

Union: MAHCP

Main Function:

Reporting to the Director, the Community Addictions Worker provides a wide variety of services. The focus of this position is to provide counselling, education, and support services to individuals, families and the community related to alcohol, drugs and gambling, with the capacity to work in other program areas as required. This position requires a commitment to a client- centred philosophy and approach to the development, provision, and support of programs and services.

The Community Addictions Worker will work as a member of the Intake and Assessment team and will demonstrate the following:

- Ability to communicate respectfully and positively with clients and staff and presents self in an approachable and friendly manner.
- Demonstrates a genuine enthusiasm for client-centred care and demonstrates empathy and compassion.
- Exhibits the ability to respond to client requests and crises in a responsible, timely and flexible manner.
- Demonstrates the ability to balance the needs of clients, other staff persons and those of the organization.
- Demonstrates enthusiasm for ongoing professional development activities, and engages in reciprocal learning experiences with colleagues and Directors.
- Recognizes the importance of regular supervision meetings.
- Demonstrates active listening abilities, is coachable and responds positively to supervision.
- Works collaboratively in the context of a provincial organization, with numerous colleagues, to ensure a consistent “One AFM” approach.

- Demonstrates a strong commitment to personal and professional ethics, integrity and responsibility.
- Ability to manage one's own emotions and strong feelings; maintain a calm and tactful composure under a broad range of challenging circumstances; think clearly and stay focused under pressure.

Experience:

- A minimum of one-year supervised counseling experience (or volunteer experience); working in the addictions field an asset or a Diploma in applied counseling with a minimum of two years supervised counselling experience (or volunteer experience).

Education:

- A Bachelor's Degree in the Social Sciences or related field.

Qualifications and Skills:

- Demonstrated knowledge and skills related to assessment, individual and group counselling.
- Excellent organizational, interpersonal and oral communication and documentation skills.
- Knowledge of the addictions and mental health fields and demonstrated ability to work within a complex system of services are required.
- Experience working from a client-centred perspective and training and/or experience in the utilization of Motivational Interviewing techniques is essential.
- Experience in planning, preparing and presenting educational material is an asset.
- Demonstrated ability working within and contributing to a positive team environment is required. Effective communication and problem-solving skills are required.
- An understanding of, and sensitivity to, working with culturally diverse populations is essential.
- The ability to communicate in French will be considered an asset.

Required Licenses, Registrations, Designations:

Not applicable

Physical Demands and Working Conditions:

Not applicable

Major Responsibilities:

- Demonstrated ability to conduct bio-psychosocial/spiritual assessments and collaborate with clients to design client-centred, strength-based treatment plans that reflect evidence-based practices and clinical skill.
- Demonstrates knowledge and skill related to individual and group counselling services to adults and youth whose primary concerns are alcohol, drugs and/or gambling.
- Ability to match treatment services to client's unique circumstances.
- Demonstrated ability to maintain current and accurate confidential records of client files.
- Demonstrates skill and knowledge related to Motivational Interviewing techniques/coaching skills.
- Works collaboratively with a multi-disciplinary team within the organization.
- Participates on committees, teams or work groups at the local and provincial level as requested by the Director.
- Establishes and maintains professional working relationships and regular communication with community and other related organizations relevant to client's needs.
- Demonstrates the ability to operate Microsoft software applications, internet and email communications.

The Competencies for the Community Addictions Worker opportunity are:

- Adaptability/Flexibility
- Client Centred Change
- Continuous Learning
- Diversity and Cultural Responsiveness
- Effective Communication
- Ethical Conduct and Professionalism
- Planning and Organizing
- Teamwork and Cooperation
- Case Management
- Counselling
- Crisis Intervention
- Understanding Substance Use, Abuse and Dependency
- Understanding of co-occurring disorders