



LOWER SIMILKAMEEN
COMMUNITY SERVICES SOCIETY
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Job Description: Men+ Healthy Relationships Counselling - Casual
Benchmark: Counsellor **Classification Grid:** 42
Bargaining Unit: UFCW Local 1518
Immediate Supervisor: Society Management Team and Clinical Supervisor
Location: Keremeos and surrounding rural communities

Position Summary

The Men+ Counsellor provides trauma-informed, culturally safe, and accountability-focused counselling services to men and non-binary adults (19+) through the Men+ Healthy Relationships Counselling Program. This program is a developing pilot initiative designed to address identified service gaps in rural communities related to intimate partner violence (IPV), gender-based violence, and healthy relationships.

In addition to direct counselling, the Men+ Counsellor plays an integral role in the ongoing development, refinement, and implementation of the Men+ counselling framework, including policies, tools, and service pathways. Learning from this pilot phase will inform future program design and LSCSS's efforts to secure sustainable, long-term funding.

The position delivers individual counselling primarily, with potential for group counselling as the program evolves. Services are provided through two clearly separated counselling streams to ensure survivor safety, ethical practice, and accountability. The Men+ Counsellor works within established LSCSS policies, participates in regular clinical supervision and case consultation, and collaborates with internal programs and external partners as required. This is a casual position, with hours scheduled based on program demand, client need, and funding availability during the pilot phase. This position may also provide casual or relief counselling coverage for LSCSS STV and PEACE programs, as needed.

Key Responsibilities

Counselling & Direct Service Delivery

- Provide individual counselling to men and non-binary adults within designated program streams:
 - Survivor Support Stream: trauma-informed, survivor-centred counselling focused on safety planning, emotional regulation, coping strategies, boundaries, and healthy relationship development.
 - Accountability & Change Stream: counselling focused on responsibility-taking, non-violence, understanding power and control, emotional regulation, communication skills, and behaviour change.
- Deliver counselling in alignment with STV and PEACE principles, prioritizing the safety of survivors, children, and others.
- Provide counselling in person and via secure virtual platforms, responsive to rural access considerations.
- Maintain clear boundaries regarding scope of practice
- Conduct ongoing risk assessment and safety planning.
- Make appropriate referrals to internal programs and external community, legal, health, or crisis supports.

The Lower Similkameen Community Services Society acknowledges our presence on and service to the communities of the ancestral, traditional and unceded land of the Sməłqmix People. We recognize, honour, and respect the tm̓x̓wúlaʔx̓w (land) upon which we live, learn, and do our work.

Program Development & Framework Implementation

- Contribute to the development, refinement, and documentation of the Men+ Healthy Relationships Counselling framework, including intake processes, screening tools, session structure, risk protocols, and referral pathways.
- Identify program strengths, gaps, and emerging needs during the pilot phase.
- Support the development of program materials and practice guidelines aligned with STV and PEACE best practices.
- Contribute to evaluation, learning, and recommendations to inform future funding applications.
- Collaborate with management and clinical supervision to ensure program development prioritizes safety, accountability, and ethical practice.

Intake, Screening & Risk Management

- Conduct intake screening and assessment to determine program eligibility and appropriate counselling stream.
- Clearly communicate program scope, informed consent, limits of confidentiality, and duty-to-report requirements.
- Monitor and respond to risk related to violence, coercive control, escalation, and safety concerns.
- Consult with the clinical supervisor or program lead as required.
- Modify, suspend, or discontinue service where risk cannot be reasonably managed.

Documentation, Reporting & Professional Practice

- Maintain accurate, timely, and confidential clinical documentation in accordance with LSCSS policies and FOIPPA requirements.
- Prepare required service statistics, summaries, and reports.
- Track non-identifying service data and outcome indicators to support evaluation and funding sustainability.
- Participate in quality assurance, supervision, case consultation, and team meetings.
- Liaise with referral partners (e.g., RCMP, probation, health and victim services) while maintaining confidentiality and client consent.
- Engage in ongoing professional development related to IPV, gender-based violence, trauma-informed practice, and rural service delivery.

Qualifications**Education, Training and Experience**

- Bachelor's degree in counselling, social work, psychology, human services, or a related field.
- Minimum two (2) years recent, related experience providing counselling in a community-based or clinical setting.
- Demonstrated experience working with individuals impacted by intimate partner violence, family violence, or trauma, including survivors and/or individuals using harmful behaviours.
- Registered or eligible for registration with a recognized professional body (RCC, CCC, or RSW).
- Knowledge of STV and PEACE principles and best practices, or willingness to complete required training.

Required Training - (Current or willingness to obtain upon hire)

- Trauma-Informed Practice
- Domestic Violence / Intimate Partner Violence Safety Planning
- Non-Violent Crisis Intervention
- Mental Health First Aid

- Indigenous Cultural Safety and Cultural Humility
- LGBTQ2S+ Awareness and Inclusion

Typical Skills and Abilities

- Strong clinical judgment with a focus on safety, accountability, and ethical practice.
- Ability to establish and maintain rapport with clients using a respectful, non-judgmental approach.
- Ability to contribute thoughtfully to program development and practice refinement.
- Ability to assess risk, respond to safety concerns, and seek consultation appropriately.
- Strong written and verbal communication skills.
- Ability to plan, organize, and prioritize work.
- Ability to work independently and collaboratively within a multidisciplinary team.
- Proficient use of computers and related technology, including Microsoft Office and secure virtual platforms.
- Knowledge of community resources available to support clients.
- Ability to work flexible hours and locations, including some evening availability.
- Physical ability to carry out the duties of the position.

Organizational & Cultural Expectations

- Conduct all work in alignment with the mission, values, and policies of Lower Similkameen Community Services Society.
- Adhere to all confidentiality, FOIPPA, and records management requirements.
- Demonstrate cultural humility and a commitment to reconciliation and culturally safe practice.
- Respect the ancestral, traditional, and unceded territory of the Sm̓əlq̓mix People.
- Engage respectfully and professionally with clients, colleagues, volunteers, and community partners.
- Participate in required training, supervision, and organizational quality improvement activities.
- Maintain professional boundaries and ethical standards consistent with counselling best practices.

Additional Requirements

- Valid BC Class 5 Driver's License and access to a reliable vehicle for work purposes.
- Satisfactory Criminal Record Check, including Vulnerable Sector.
- Ability to travel locally within the Lower Similkameen as required.

Working Conditions

- Casual, community-based position serving Keremeos and surrounding rural communities.
- Hours are irregular and scheduled as needed, based on client demand, program priorities, and funding availability.
- No guaranteed minimum hours.
- Combination of in-person and virtual counselling.
- Some evening availability may be required.
- The position may conclude or change in scope depending on pilot outcomes and funding.
- Work involves exposure to sensitive and complex issues related to violence and trauma; regular clinical supervision and organizational supports are provided.

Commitment to Diversity, Equity, Inclusion & Belonging

LSCSS is committed to fostering a workplace and service environment that is inclusive, equitable, and respectful. We encourage applications from individuals with lived experience, Indigenous applicants, and members of equity-deserving communities. All staff are expected to uphold LSCSS's policies and contribute to a culture of safety, belonging, and respect.