



**EMPLOYMENT OPPORTUNITY
TRAUMA AND ADDICTIONS COUNSELLOR**

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| POSITION TITLE | Trauma and Addictions Counsellor |
| OPERATION | Weli-Ankweyasimk Women's Shelter |
| SALARY | depending on qualifications and experience |
| TERM | Term/Full-Time/35 hours per week (with the possibility of renewal dependant on funding) |
| LOCATION | Halifax Nova Scotia |
| ESTIMATED START DATE | September 2025 |

Wasoqopa'q First Nation (formerly Acadia First Nation) is governed as a custom band under the provisions of the Indian Act with established bylaws, policies and procedures. The First Nation's electoral system constitutes an election once every five (5) years with positions for one Chief and eight (8) councillors. Chief and Council elect, are the governing body responsible for making decisions for the overall health and well-being of communities, Elders, youth and families.

Wasoqopa'q First Nation is unique in its geographical composition, spread throughout the Southwestern regions of Nova Scotia spanning five counties from Yarmouth to Halifax, encompassing six (6) reserves - Yarmouth, Ponhook, Medway, Wildcat, Gold River, and Hammonds Plains, in both rural and urban settings. To support administration and business operations, Wasoqopa'q First Nation, with supporting staff, provides programs and services within two (2) Health Centres, a Youth Centre, two (2) Community Centres, six (6) administration offices, and six (6) business establishments, including economic development, education, employment, fishing, forestry, health, housing & maintenance, human resources, and social.

Wasoqopa'q First Nation owns and operates the Weli-Ankweyasimk Women's Shelter, an Indigenous Women's Shelter dedicated to providing a safe and supportive environment for Indigenous women and children who have experienced family violence. The facility operates with 24-hour staffing, a 24-hour crisis line, supportive counselling, programming and assistance in navigating external programming, services and systems. The team of the Weli-Ankweyasimk Women's Shelter provide a holistic and client-centered approach to programs and services that are culturally grounded, built upon Indigenous culture, traditions and healing practices, that encourages healing, empowerment, growth and increased overall well-being for Indigenous women and children in maintaining a healthy, violence free lifestyle.

POSITION OVERVIEW AND OBJECTIVE

WFN is currently recruiting for a Trauma and Additions Counsellor, reporting to the Support Services Supervisor, responsible for providing counselling, education and resources to Indigenous individuals, groups and families through a trauma informed holistic approach and combination of traditional, cultural and western supports, that meets the physical, emotional, mental and spiritual needs focused on healing, recovery and growth aligned with the Weli-Ankweyasimk Women's Shelter vision and values.

ESSENTIAL FUNCTIONS AND DUTIES

COUNSELLING AND SUPPORT SERVICES

- Builds relationships and supportive connections with Indigenous clients, providing a safe and trusting environment to support counselling services and education
- Establishes and provides a holistic approach to supporting Indigenous clients directly, honestly



- and with empathy, focused on a combination of traditional, cultural and western supports
- Implements a holistic cultural approach to counselling and support services, that recognizes and supports Indigenous culture and traditions
 - Builds relationships with Mi'kmaw communities, Mi'kmaw and or Indigenous organizations and community service organizations to build knowledge and awareness of services to support Indigenous clients
 - Identifies and refers Indigenous clients to other appropriate community resources, including social services, healthcare and support programs
 - Provides transportation, accompaniment, support and advocacy for meetings and or appointments, as necessary
 - Establishes individual and group counselling support services such as support groups and healing circles that address past abuse, addictions, healthy relationships and other areas for Indigenous clients with intergenerational trauma healing and recovery, harm reduction and prevention
 - Provides direct counselling and support services to Indigenous clients including assessment, treatment, referral and follow-up
 - Supports clients seeking to attend treatment programs through collaboration and assistance in applications and processes
 - Supports clients returning from treatment programs to develop relapse prevention plans
 - Conducts intakes and assessments for individual clients to determine urgency and risk of harm to self or others
 - Provides timely and intervention services to Indigenous clients and families to address crisis situations and traumatic events
 - Collaborates and coordinates with external culture and educational providers, including Elders, Knowledge Holders, Culture and Language Coordinators, Mi'kmaw communities, Mi'kmaw and Indigenous organizations and community services organizations for access to additional programming and supports

HEALTH AND SAFETY

- Respects a workplace culture that takes responsibility for Health and Safety
- Maintains working relationship with the RCMP and emergency services to support crisis situations and or addressing safety and security dangers of women, children and youth and the Shelter
- Maintains and participates in all Health and Safety training, in accordance with the requirements of the position
- Maintains adherence and supports compliance of all Health and Safety regulations, including the safety of all clients, and employees

OTHER DUTIES AND FUNCTIONS

- Maintains strict confidentiality and professional boundaries with all clients and employees
- Establishes and maintains healthy, collaborative, supportive working relationships with employees, working and contributing in a team environment
- Establishes and keeps accurate records, including, client files, phone log, and case notes that provides up to date information to support service delivery, including counselling, trauma and crisis interventions and referrals for other community services
- Develops and maintains collaborative and productive working relationships with external community service providers, community resources and or tools to support outreach of the Shelter and address client needs
- Attends and actively participates in team meetings and communications that support the operations and outreach services of the Weli-Ankweyasimk Women's Shelter



- Adhere to all Wasoqopa'q First Nation (WFN) Policies, Procedures and Weli-Ankweyasimk Women's Shelter procedures, as required
- Other duties, training and activities related to support the operational needs of the Weli-Ankweyasimk Women's Shelter, as required

QUALIFICATIONS

- Diploma or Degree from a recognized post-secondary institution in Counselling, Psychology, Therapy, Mental Health or social services discipline
- Minimum of three years of relevant counselling experience in the area of addictions, trauma and mental health
- Registered with NS College of Social Work or NS College of Counselling Therapists
- Knowledge of historical trauma and intergenerational trauma of Indigenous peoples
- Knowledge of Mi'kmaq and or Indigenous Culture & History
- Knowledge and experience working in a Mi'kmaq and or Indigenous communities
- Must possess a valid Class 5 driver's license with a good driving abstract and have access to a reliable vehicle for work purposes
- Proof of \$ 2.0 million liability insurance
- Non-Violent Crisis Intervention Training (NVCIT) is considered an asset
- Applied Suicide Intervention Skills Training (ASIST) is considered an asset
- Trauma Informed Care Training is considered an asset
- Mental Health First Aid, First Aid & CPR, WHMIS and OH&S Certification is considered an asset
- Criminal record and vulnerable sector check upon hiring
- Child Abuse Registry Check upon hiring and renewal every two years

REQUIRED ABILITIES, SKILLS AND COMPETENCIES

- Demonstrated knowledge and cultural sensitivity, in understanding and respecting diverse
- Demonstrated knowledge and understanding of systemic barriers and oppression rooted in colonization
- Excellent communication, interpersonal and public relations skills
- Ability to function effectively in difficult or crisis situations, with proven conflict resolution and crisis intervention abilities
- Ability to be patient and remain calm in stressful situations
- Demonstrated ability to facilitate individual and or group sessions
- Critical thinking and problem-solving skills, with the ability to come up with creative solutions
- Proven ability to multi-task, set priorities based on competing demands
- Strong organizational and time management skills
- Effective communication skills, both verbal and written, strong computer literacy in Microsoft 365
- Ability to work independently with minimal supervision and as part of a team
- A commitment to fostering, cultivating and preserving a culture of diversity, equity and inclusion

WORKING CONDITIONS

- Hours of work are expected to occur Monday to Friday, with some evening and weekends to administer programming and educational activities
- Working environment may be hazardous at times, due to the nature of work involved, and can be emotionally and physical demanding
- A great deal of time is spent working indoors in a well maintained, heated/ventilated environment with modern and up-to-date equipment
- There are instances of moving objects and lifting equipment and or boxes up to 20 lb



- Long period of work with office equipment and computer can occur
- Travel and transportation are required to support clients with appointments
- Must possess a valid Class 5 driver's license with a good driving abstract and have access to a reliable vehicle for work purposes
- Proof of \$ 2.0 million liability insurance

APPLICATION REQUIREMENTS

Submit Cover Letter and Resume to resumes@acadiaband.ca **Please quote #COUNSELLOR on your cover letter and indicate your salary expectations for this position.

WFN appreciates the interest of all applicants, only those selected for an interview will be contacted. WFN does not assume candidate expenses related to this recruitment process.

In accordance with the Aboriginal Employment Preference Policy of the Canadian Human Rights Commission, if all qualifications are equal, preference will be given to persons of Aboriginal ancestry and if a Wasoqopa'q First Nation Band member.

DEADLINE TO APPLY

Deadline to Apply: July 4, 2025

Wasoqopa'q First Nation is committed to fostering a safe workplace that provides an equitable, diverse and inclusive environment, where employees are treated professionally and with dignity and respect. We value the contributions that each person brings, and are committed to ensuring equal opportunity and participation as part of the WFN team.

We are a community. We make a difference.