Employment Opportunity

INTERNAL AND EXTERNAL POSTING

POSITION	PROGRAM	DETAILS
Clinician Adult Counselling	Community Services	Full Time
NUMBER OF POSITIONS	**DURATION**	**SALARY**
1	Permanent	$81,218.00 – $86,928.00

Banyan is a not-for-profit organization that has provided quality services to the youth justice, children, Family, and senior`s community support sectors since 1978. Banyan is committed to improving the mental, physical, and social well-being of at-risk populations in our service areas of Hamilton, Niagara, Brant, Haldimand, Norfolk, and Wellington.

PURPOSE OF THE POSITION

In accordance with Banyan Policy, Procedure & Practice Manual, the Clinician Adult Counselling role provides trauma-informed, survivor-centered, strengths-based therapeutic counselling and support services to adults experiencing intimate partner violence, trauma, mental health concerns, systemic barriers, and related psychosocial challenges. The Clinician supports clients through ongoing therapeutic counselling, emotional stabilization, psychoeducation, safety planning, risk assessment, advocacy, court system navigation, and referrals to community supports and resources. Services are grounded in anti-oppressive, culturally responsive, and evidence-informed social work practice that recognizes the impacts of trauma, violence, and systemic oppression on individuals and families. The Clinician also contributes to collaboration within the broader Violence Against Women (VAW) sector and multidisciplinary systems to support coordinated and client-centered care.

POSITION RESPONSIBILITIES

Program Delivery

1. Complete trauma-informed and strengths-based assessments to identify client goals, safety concerns, support needs, and barriers impacting wellbeing.
2. Establish therapeutic relationships grounded in collaboration, emotional safety, cultural humility, and client self-determination.
3. Provide ongoing therapeutic counselling and emotional stabilization support to woman experiencing intimate partner violence, trauma, mental health concerns, and related psychosocial stressors.
4. Collaboratively develop individualized counselling goals and support plans responsive to client strengths, lived experience, readiness, and identified needs.
5. Provide psychoeducation related to trauma responses, emotional regulation, boundaries, healthy relationships, attachment, and the impacts of violence and systemic oppression.
6. Utilize trauma-informed clinical modalities and therapeutic approaches responsive to individual client needs, culture, goals, and lived experience.

7. Complete safety planning and risk assessment to support client safety and wellbeing.
8. Provide advocacy, court system navigation, and support related to family court, criminal court, housing, financial, healthcare, and community systems.
9. Provide referrals and facilitate connections to community resources and external supports as appropriate.
10. Collaborate with child welfare, legal systems, healthcare providers, and community partners as required to support client care and safety.
11. Represent the organization within community partnerships, sector tables, committees, and Violence Against Women (VAW) collaborations.
12. Support awareness and understanding of the complexity, intensity, and impacts of trauma and violence within multidisciplinary and community settings.

Relationships/Supervision

1. Works collaboratively with the onsite Program Manager to support program integrity and service delivery.
2. Works collaboratively within multidisciplinary and interdisciplinary teams.
3. Develops and maintains strong working relationships with community partners and service providers.
4. Participates in ongoing clinical consultation, reflective practice, and professional development.

Administration

1. Maintain timely, accurate, and professional documentation within the Client Information System including assessments, case notes, safety plans, discharge summaries, and related documentation.
2. Assist with data collection, program evaluation, outcome tracking, and quality improvement initiatives.
3. Administer client feedback and quality assurance measures as required.
4. Attend internal and external meetings, training, and professional development opportunities as required.

Other

- Responsible and accountable for ensuring a safe and healthy workplace for themselves, colleagues and staff by committing to work in a safe manner, reporting hazards and injuries, utilizing all necessary safety equipment and protocols and at all times complying with all relevant Health and Safety policies, procedures and legislations.
- All incidents, accidents, and other hazardous occurrences affecting any of Banyan's staff, clients, or the organization are to be reported according to Banyan policy and/or legislated requirements.
- Any other duties as assigned.

CLINICAL ROLE COMPENTENCIES

- Trauma-informed and survivor-centered practice.
- Anti-oppressive and culturally responsive practice.
- Strong interpersonal and therapeutic communication skills.
- Professional boundaries, self-awareness, and reflective practice.
- Advocacy and systems navigation.
- Collaboration within multidisciplinary and community systems.
- Flexibility and ability to manage competing priorities.
- Strong understanding of the complexity and impacts of violence and trauma.

PROGRAM SPECIFIC CLINICAL COMPETENCIES

- Advanced understanding of trauma, intimate partner violence, mental health, poverty, systemic oppression, and crisis stabilization.
- Strong understanding of intersectionality, social determinants of health, and barriers impacting marginalized communities.
- Ability to utilize a range of trauma-informed clinical modalities and therapeutic approaches responsive to individual client needs.
- Ability to support client empowerment, emotional safety, and self-determined goals.
- Knowledge of court systems, community resources, referral pathways, and collaborative service delivery.
- Commitment to ongoing learning, reflective practice, and evidence-informed social work approaches.

QUALIFICATIONS

- Undergraduate Degree in Social Work.
- Registration or eligibility for registration in the Ontario College of Certified Social Workers and Social Service Workers.
- Minimum three (3) years recent and relevant experience providing trauma-informed therapeutic counselling and support services.
- Demonstrated experience supporting individuals impacted by intimate partner violence, trauma, mental health concerns, poverty, and systemic barriers.
- Experience in safety planning, advocacy, court system navigation, referrals, and collaborative community-based practice.
- Proficiency in Microsoft Office Suite products and case management software.
- Valid Class G driver's license with access to a reliable vehicle
- A valid Vulnerable Sector Screening (Broad Sector Check), along with a Health Assessment, must be provided and maintained at the candidate's expense prior to and throughout employment.

WORKING CONDITIONS

- The Clinician will conduct business from the designated office where standard office working conditions and the use of standard office equipment will apply.
- Hours of work will fall within a Monday to Friday week.
- This work produces moderate cognitive stress in most workers through intensity, frequency and/or duration of stressful elements, emotionally charged situations and tight deadlines.
- Travelling periodically to other locations to provide service.
- Work involves regular contact with outside organizations to support the mission of the organization and its implementation through our programs.

Banyan is an equal opportunity employer. We thank all applicants for their interest; however, only those selected for an interview will be contacted.

Banyan is strongly committed to fostering diversity within our community. We welcome those who would contribute to the further diversification of our staff.

We are committed to developing inclusive, barrier-free selection processes and work environments. If contacted in relation to an employment opportunity, please advise our Manager of Human Resources or hiring manager of the accommodation measures if required which would enable you to be interviewed in a fair and equitable manner. Information received relating to accommodation measures will be addressed confidentially.

Please Note:

- This posting is for an existing vacancy.
- We use AI based tools to assist with the screening and assessment of applications as part of our hiring process.

PLEASE FORWARD YOUR RESUME AND LETTER OF INTEREST BY NO LATER THAN NOV 30, 2026 TO:

Human Resources
Banyan Community Services
688 Queensdale Avenue East, Suit 2B
Hamilton, ON L8V 1M1
recruit@banyancs.org

(905) 549-9011 (fax)