



**Job Title:** Clinical Counsellor

**Pay:** CA\$44.00-CA\$66.00 per hour

**Job description:**

Barrantes & Associates Inc. is a recognized leader in the social services sector. We take a person-centered, evidence-based, and trauma-informed approach to supporting clients in both community and residential settings. Our team of experienced professionals develops and implements individualized programs to ensure that individuals and families receive the support that best meets their needs.

Our core mission is to enhance the lives of those we serve by helping them achieve their goals and celebrating their individuality. Barrantes operates residential group homes across the Kitchener-Waterloo-Cambridge and Guelph regions, and we provide home- and community-based services throughout southern and central Ontario.

Position Overview

We are seeking a compassionate, skilled, and dedicated Clinical Counselor to join our team. In this role, you will provide individual, group, and/or family counselling to clients experiencing a range of developmental, emotional, behavioral, and mental health concerns. This position offers a meaningful opportunity to make a real difference within a collaborative, multidisciplinary environment.

The Clinical Counselor role is a vacant position.

Key Responsibilities

- Conduct initial assessments and develop tailored treatment plans based on each client's strengths and needs.
- Provide case management and therapeutic support using evidence-based approaches such as CBT, DBT, or solution-focused therapy.
- Maintain detailed, confidential records in accordance with legal standards and organizational policies.
- Collaborate with social workers, developmental service workers, child and youth counsellors, occupational therapists, and physiotherapists as part of an integrated team.
- Offer crisis intervention and support to clients and their families when required.
- Contribute to community capacity building through education and collaboration with internal and external partners.
- Develop, implement, and oversee client care plans.



- Participate in team meetings, consultations, and site visits to inform service recommendations and referrals.
- Serve as a resource for other programs, staff, students, and volunteers across the organization.
- Commit to ongoing professional development and stay informed on best practices, policies, and relevant regulations.
- Perform other related duties as assigned.

#### Qualifications

- Master's degree in Counselling Psychology, Social Work, or a related discipline.
- Active registration with a recognized regulatory body (e.g., CRPO, OCSWSSW, CPBAO).
- Proven experience in counselling or psychotherapy, ideally within a clinical setting.
- Strong understanding of mental health, trauma-informed care, developmental challenges, concurrent disorders, and culturally responsive practices.
- Familiarity with the social determinants of health and the DSM-V, including substance use disorders.
- Excellent communication, documentation, and interpersonal skills.
- Ability to navigate sensitive situations with discretion and professionalism.

#### Experience Levels

- **Clinical Counselor I:** 0–5 years of experience
- **Clinical Counselor II:** 5+ years of experience

#### Key Competencies

- Empathy and strong active listening skills
- Cultural awareness and sensitivity
- Adaptability and creative problem-solving
- Strong organizational and time-management skills

#### Assets

- Experience supporting children, youth, families, individuals from racialized communities, or those with mental health and/or developmental disabilities



- Proficiency in multiple languages
- Certification in specialized modalities (e.g., CBT, DBT)

### Why Join Us?

As a Clinical Counselor at Barrantes, you'll play a vital role in supporting client success as part of a multidisciplinary team. You'll work closely with colleagues and community partners in a collaborative, solutions-focused environment. We offer:

- A welcoming and inclusive organizational culture
- Opportunities for professional development and career advancement
- A comprehensive benefits package (for eligible employees)
- Flexible scheduling, with potential for remote sessions where appropriate

Barrantes & Associates Inc. is committed to diversity, equity, and inclusion in the workplace. We strongly encourage candidates from all backgrounds, experiences, and identities to apply.

We celebrate diversity and welcome individuals of all races, religions (or beliefs), colours, ages, gender identities and expressions, abilities, and all other identities or statuses.

Barrantes & Associates Inc. is proud to be an Equal Opportunity Employer.

Please note AI is used in the organizational recruitment process.