Job Title: Family Wellness Therapist (RP or MSW) – (0.4 or 0.6 FTE)

Organization: Zaag'idiwin Ngodoodegizwin Dibendaagizwin Naaknigewin Inc.

Salary Range: $95,000 Full-Time Equivalent (prorated to approved FTE)

Location: 9 Village Road, Southampton, Ontario N0H 2L0

Job Type: Part-time hours (0.4-0.6 FTE), with flexibility required for occasional evening or weekend programming and client service needs.

Position Summary

The Family Wellness Therapist provides direct counselling, therapeutic, and wellness services to children, youth, young adults, parents, caregivers, and families served under Zaag'idiwin.

Working primarily within Minogi'aawaso (prevention and family wellness) and Post-Majority Support Services (PMSS), the clinician supports individuals and families through healing journeys that address trauma, grief and loss, mental health challenges, family conflict, substance use impacts, relationship challenges, and intergenerational effects of colonization.

The Family Wellness Therapist works collaboratively with Minogi'aawaso, Intake, Ganawendan, Family Circle, Healing Circle, and Elders Tribunal processes to help strengthen families, support reunification where appropriate, build protective family factors, and promote the least intrusive responses possible.

Services are delivered through a voluntary, family-centered, strengths-based, trauma-informed, and culturally safe model that reflects the principles, values, and intent of Zaag'idiwin.

The successful candidate will demonstrate strong clinical skills, cultural humility, respect for Indigenous self-determination, and a commitment to supporting family-led decision-making and healing-based approaches.

The primary focus of this position is the delivery of direct counselling services, therapeutic groups, family wellness programming, and healing supports that improve outcomes for children, youth, families, and caregivers.

Key Responsibilities

Clinical Counselling & Therapeutic Services

- Provide individual, family, youth, and young adult counselling services using trauma-informed, culturally safe, strengths-based, and evidence-informed approaches.
- Provide therapeutic supports addressing:
    - Trauma and complex trauma
    - Intergenerational trauma

    - Anxiety and depression
    - Grief and loss
    - Family conflict
    - Parenting challenges
    - Substance use impacts
    - Identity, belonging, and cultural reconnection

- Conduct clinical assessments within scope of practice to identify strengths, needs, protective factors, and opportunities for healing.
- Develop individualized wellness plans in partnership with children, youth, young adults, families, and caregivers.
- Support family reunification planning and strengthening of family relationships where appropriate.
- Deliver services in-person, virtually, and within community settings as required.
- Develop, coordinate, and facilitate therapeutic and psychoeducational groups for children, youth, caregivers, parents, and families.
- Design and deliver workshops and wellness programming that strengthen coping skills, emotional regulation, healthy relationships, parenting capacity, and overall family wellness.

Family Wellness, Healing & Prevention

- Support implementation of Minogi'aawaso services by providing therapeutic interventions that strengthen family wellness and reduce the likelihood of future safety concerns.
- Assist families in accessing healing opportunities and supports consistent with the principles of *Zaag'idiwin*.
- Support healing and recovery from the impacts of residential schools, child welfare involvement, systemic discrimination, family violence, and historical trauma.
- Collaborate with Elders, Knowledge Keepers, cultural practitioners, and community partners to support culturally grounded healing approaches.
- Develop and facilitate therapeutic groups, healing circles, wellness workshops, parenting groups, and other healing-focused activities.
- Provide short-term therapeutic interventions and ongoing counselling support based on client need and available resources.
- Support children, youth, and families in building emotional regulation, coping skills, family connections, communication skills, and resiliency.

Service Coordination & Collaboration

- Work collaboratively with Intake, Minogi'aawaso, Ganawendan, PMSS, Circle Coordinators, Elders, and community partners to ensure coordinated service delivery.
- Participate in case consultations and multidisciplinary planning to support safe and effective services.
- Assist with development of integrated service plans, family wellness plans, and voluntary service agreements where appropriate.

- Coordinate referrals to internal services, cultural supports, traditional healing resources, health services, and external community programs.
- Support smooth transition of families between service streams while ensuring continuity of care.

Family-Led Decision-Making & Circle Processes

- Respect and uphold family authority, family-led decision-making, and the principles established under *Zaag'idiwin*.
- Participate in Family Circles and Healing Circles as a clinical resource when requested.
- Support implementation of recommendations resulting from Family Circles, Healing Circles, and Elders Tribunal decisions.
- Assist families in understanding available supports, services, and healing opportunities while preserving family choice and self-determination.
- Support children, youth, and young adults in having their voices heard in service planning and decision-making processes.

Clinical Consultation & Community Wellness Support

- Provide consultation and clinical guidance to Minogi'aawaso and PMSS staff regarding mental health, trauma, attachment, child development, family functioning, and wellness planning.
- Identify emerging service needs, barriers to access, and opportunities to strengthen counselling and wellness supports for children, youth, and families.
- Support quality improvement activities and contribute to development of culturally relevant service approaches.
- Assist with evaluation of service outcomes and identification of emerging community wellness needs.

Caseload Management Responsibilities

- Manage and maintain an active counselling caseload.
- Prioritize referrals and service delivery based on client needs, risk factors, and organizational priorities.
- Maintain appropriate waitlist and follow-up practices.
- Deliver a combination of individual counselling, family counselling, and therapeutic group programming to address identified community wellness needs.

Documentation & Professional Practice

- Maintain accurate, timely, objective, and culturally respectful documentation.
- Record all client, family, and collateral contacts in accordance with organizational documentation standards.
- Comply with regulatory college standards, privacy obligations, service policies, and documentation requirements.
- Participate in clinical supervision, peer consultation, ongoing training, and professional development.

- Maintain professional registration, insurance, and continuing education requirements.

REPORTING

The Family Wellness Therapist reports to the Executive Director and works collaboratively with Prevention, Protection, Cultural Services, Post-Majority Supports, Circle Coordinators, Elders, and community partners to support family wellness, healing, and child wellbeing.

Clinical Supervision

The incumbent will participate in external clinical supervision and peer consultation in accordance with the requirements of their regulatory college and organizational expectations.

Qualifications & Requirements

Experience

Applicants must possess ONE of the following:

<u>Pathway 1 – Social Work</u>

- Master of Social Work (MSW) from an accredited university.
- Registered and in good standing with the Ontario College of Social Workers and Social Service Workers (OCSWSSW).

OR

<u>Pathway 2 – Psychotherapy</u>

- Master's degree in Psychotherapy, Counselling Psychology, Clinical Psychology, or a related counselling discipline.
- Registered and in good standing with the College of Registered Psychotherapists of Ontario (CRPO).
- Minimum three (3) years of direct clinical counselling or psychotherapy experience.
- Experience supporting Indigenous children, youth, families, or communities.
- Demonstrated experience providing trauma-informed and culturally responsive services.
- Experience in one or more of the following areas is preferred:
    - Child and family wellbeing
    - Mental health services
    - Community health
    - Indigenous organizations
    - Child welfare
    - Youth services
    - Addictions services
    - Family violence prevention
    - Post-majority youth supports

Preferred Qualifications

Preference will be given to candidates demonstrating one or more of the following:

- Experience working with First Nations, Inuit, or Métis communities.
- Experience supporting children, youth, and families.
- Training in trauma-informed practice.
- Family therapy experience.
- Experience facilitating group counselling or healing programs.
- Knowledge of Indigenous approaches to wellness and healing.
- Experience supporting individuals impacted by intergenerational trauma, substance use, family violence, grief, and loss.

Skills & Competencies

- Strong understanding of trauma, intergenerational trauma, resilience, attachment, and healing.
- Strong knowledge of mental health assessment and therapeutic intervention.
- Demonstrated ability to work collaboratively within multidisciplinary service teams.
- Ability to maintain professional boundaries while developing trusting relationships with children, youth, families, and community members.
- Understanding of Indigenous approaches to wellness, healing, family systems, and community care.
- Knowledge of Indigenous child and family wellbeing systems and the impacts of colonization.
- Excellent communication, engagement, facilitation, and documentation skills.
- Ability to work independently while contributing positively within a team environment.

Additional Requirements

- Current Criminal Record Check including Vulnerable Sector Screening
- Ability to deliver services in both in-person and virtual environments
- Willingness to work in accordance with Saugeen values, Indigenous law, and organizational policies

Preference

- Preference may be given to qualified Saugeen First Nation members in accordance with organizational policies.

Working Conditions

Physical Demands

- Standard duties include sitting, standing, computer work, and travel to community locations as required

Work Environment

- Hybrid work environment combining office-based, community-based, and remote service delivery

Mental & Emotional Effort

- Regular engagement with individuals and families experiencing trauma, stress, or crisis situations

Hours of Work

- Part-time hours (0.4-0.6 FTE), with flexibility required for evening or occasional weekend programming and client service needs.

Proposed Structure for a 0.6 FTE Therapist (approximately 22.5 hours/week)

- 65-70% Direct Client Service
- 15-20% Group Programming
- 10-15% Documentation
- 5-10% Consultation / Care Coordination

Documentation Standard*

Individual Counselling	60-minute appointment = 50 minutes with client + 10 minutes documentation, OR 45 minutes client + 15 minutes documentation
Family Counselling	90-minute appointment = 75 minutes with family + 15 minutes documentation
Group Programming	90-minute group = 75 minutes group + 15 minutes documentation

*This prevents charting backlogs and supports compliance.

Sample Weekly Schedule (0.6 FTE)

Monday	Wednesday	Friday
9:00 - 10:00 Individual Counselling	**9:00 - 10:00** Individual Counselling	**9:00 - 10:00** Individual Counselling
10:00 - 11:00 Individual Counselling	**10:00 - 11:00** Youth Counselling	**10:00 - 11:00** Individual Counselling
11:00 - 12:00 Individual Counselling	**11:00 - 12:00** Youth Counselling	**11:00 - 12:00** Family Counselling
1:00 - 2:00 Family Counselling	**1:00 - 2:00** Case Consultation	**1:00 - 2:00** Virtual Counselling
2:00 - 3:00 Family Counselling	**2:00 - 4:00** Therapeutic Group Preparation	**2:00 - 3:00** Virtual Counselling
3:00 - 4:00 Referral Follow-Up/Care Coordination	**5:00 - 6:30** Youth Wellness Group	**3:00 - 4:00** Clinical Supervision/Documentation

Quarterly Programming Ideas

Winter

- Coping Through the Holidays
- Managing Seasonal Stress
- Family Connection and Communication

Spring

- Building Resilience
- Healing Through Culture
- Emotional Wellness for Youth

Summer

- Youth Leadership and Wellness
- Healthy Relationships
- Family Wellness Camp Series

Fall

- Parenting Through Change
- Back-to-School Wellness
- Grief and Loss Support

Monthly Program Calendar

Rather than trying to run many groups weekly, I would suggest rotating programming.

Week 1

Youth Wellness Group

Ages 12-18

Topics:

- Anxiety
- Stress
- Self-esteem
- Emotional regulation
- Healthy relationships
- Identity and belonging

Week 2

Parenting Circle

Topics:

- Positive parenting
- Co-regulation
- Communication
- Child development
- Family routines
- Screen time
- Boundaries

Week 3

Men's Wellness Circle

Topics:

- Emotional wellness
- Fatherhood
- Relationships
- Grief
- Identity
- Healthy coping strategies

Week 4

Women's Wellness Circle

Topics:

- Self-care
- Stress management
- Healing from trauma
- Family wellbeing
- Relationships
- Building support systems

First 30 Days

Focus: Build caseload.

Typical Targets

- Meet internal staff.
- Start accepting referrals.
- Complete 15-20 intake assessments.
- Establish active caseload of 10-15 clients.
- Identify top community wellness priorities.
- Offer one introductory wellness workshop.

Service Mix

- 80% counselling
- 10% group planning
- 10% consultation

First 60 Days

Focus: Expand services.

Typical Targets

- 15-25 active clients.
- Family counselling services operating.
- Virtual service option available.
- First recurring therapeutic group launched.
- Participation in family planning meetings.

Service Mix

- 70% counselling
- 15% groups
- 15% consultation

First 90 Days

Focus: Fully operational therapist role.

Typical Targets

- Active counselling caseload established.
- Waitlist management process established.
- At least one recurring youth group.
- At least one recurring caregiver/parent group.
- Regular consultation to Prevention and Protection teams.
- 90-day service utilization report.

Service Mix

- 65-70% counselling
- 20% groups
- 10% consultation
- 5% reporting

What Success Looks Like After 6 Months

- 20-30 active counselling clients.
- 2 recurring groups per month.
- Consistent youth engagement.
- Parent/caregiver supports established.
- Reduced reliance on external counselling referrals.
- Strong integration with Minogi'aawaso and PMSS.
- Families receiving services within weeks rather than months.