**Department of Human Resources**

**OPSEU Job Description**

**Job Title:** Therapist

**Job Number:** A-241

**NOC:** 4153

**Band:** 10

**Department:** Counselling Centreor Student Affairs Durham

**Supervisor Title:** Director, Student Wellness Centreor

Manager, Student Affairs Durham

**Last Reviewed:** May 1, 2013

**Job Purpose**

The Therapist promotes student development, success, and retention by engaging students in collaboratively designing a treatment plan, employing a comprehensive range of psycho-social and clinical interventions; and through the coordination of interdisciplinary and community supports. The goal is to promote student wellness through the provision of individual therapy, group therapy, crisis counselling, and clinical consultation. The Therapist will support students in developing improved personal and social effectiveness and enhance the student’s potential for academic success. In fulfilling the Centre’s mandate, the Therapist will foster community wellness through the provision of outreach educational programming and prevention activities geared to enhance the overall wellness of the campus learning environment.

**Key Activities**

1. *Assessments:* Conduct individual interviews to assess social, emotional, behavioural and psychological functioning, including suicide risk assessment, homicidal risk, and screening for mental status.
2. *Personal Counselling:* To use professional judgement, therapeutic techniques and recognised practice models to establish a therapeutic relationship, clarify and identify challenges, offer psychosocial education, and collaboratively develop plans and/or recommendations to assist in achieving therapeutic goals.
3. *Group Counselling:* To design, deliver, and evaluate process therapy groups to meet the identified clinical needs of the student population (i.e.: eating disorders, grief, queer identities, affect regulation, survivors, ACOA).
4. *Crisis Counselling:* To intervene in crisis situations (i.e.: attempted suicide, tragic death, sexual assault) by providing support and assistance through debriefing, supportive counselling and consultation.
5. *Prevention & Education:* To design, deliver, and evaluate workshops and presentations which promote a proactive and holistic approach to health & wellness (i.e.: relationships, life balance, interpersonal development; assertiveness, self-esteem).
6. *Consultation and Support:* To assist staff and/or faculty with specific questions and/or concerns about students with whom they work. For example, consultation might be sought for crisis prevention with a student known to be aggressive or disruptive, or for intervention strategies in supporting a suicidal student.
7. *Represent* the Department on University Committees, and the University on community organizations as needed.
8. *Documentation:* To complete thorough intake reports for all incoming clients. To keep accurate and up-to-date notes on each session for ongoing continuity of care and for legal purposes should the need arise.
9. *Privacy:*To ensure compliance with the Personal Health & Information Privacy Act (2004).

**Education**

Masters Degree in Psychology, Counselling Psychology, Social Work or related program.

**Experience Required**

* Three years of direct clinical experience and demonstrated competencies and knowledge of:
* counselling theories and models of learning and development;
* ability to assess and manage crisis situations (ex. debriefing skills);
* unique issues facing university students and of the university culture;
* individual differences and diverse groups;
* current theoretical, professional, and practical developments in the areas of counselling psychology, psychopathology, counselling interventions and crisis counselling;
* Ethics and standards of professional practice.
* Member or eligibility for membership to a relevant professional association (i.e.: OCSWSSW; CCC; CPA).
* Experience with/lived experience of oppression, racism, homophobia, transphobia and/or ableism and/or personal connection to queer or trans communities of color, including newcomer and disability communities will be an asset

**Responsibility for the Work of Others**

Direct Responsibility

* Therapist - Interns

Indirect Responsibility

* Peer Supervision

**Communication**

Requires tact & courtesy, exchange of information, explanation and interpretation, judgment and recommendations.

Internal:

* Counsel students experiencing emotional distress
* Consultation and training to faculty and staff
* Liaise with other University services

External:

* Community mental health collaterals
* Family members

**Motor/ Sensory Skills**

* Fine motor - Keyboarding
* Visual - Interpret/assess emotional state of students as expressed through visual cues
* Auditory - To interpret/assess emotional state of students as expressed through visual cues

**Effort**

Mental:

* Sustained attentions - Counselling requires a focus on the client to pay attention to both verbal and nonverbal communication
* Sustained concentration - Remain attentive and congruent with clients emotional state

Physical:

* Sitting - Counselling for 1 hour per student; keyboarding (i.e.: client documentation and communication)

**Working Conditions**

Psychological:

* Stress - Some students are facing psychological or emotional crisis and need professional advice, support and/or referral to other health agencies. Incumbent has no control over occurrence and dealing with a crisis situation can be very stressful.
* Fear - Some students can present as unstable, angry and confrontational.