

JOB TITLE:	Family Violence Counsellor – Casual
PAY BAND:	\$25.38–\$32.91 per hour (2026–2027), plus 10% in lieu of vacation, benefits and public holiday pay, in accordance with the collective agreement.
UNIT:	Family Violence Counselling Program
STATUS:	Casual bargaining unit position. Hours are scheduled on an as-needed basis and are not guaranteed.
VACANCY:	This posting is for an existing vacancy.
USE OF AI:	Artificial intelligence is not used to screen, assess or select applicants for this position.

DESCRIPTION:

Under the general direction of the Service Manager – Family Violence, the Family Violence Counsellor works collaboratively within the agency and with community partners to deliver comprehensive services to individuals and families impacted by family violence. This includes men, women, and children who may be directed to attend mandated services or are voluntary participants.

The Counsellor provides trauma-informed, client-centered, and strengths-based services, which will primarily include group facilitation, prevention programming, court-based support, completing intakes and assessments, with the possibility of some individual counselling assignments as needed. The role requires a strong understanding of the gender-based violence sector and the complexities of intimate partner violence.

The successful candidate is responsible for maintaining timely and accurate documentation, meeting reporting requirements, and contributing to program development and continuous improvement.

This is a casual role working days, evenings, and weekend shifts within the bargaining unit. The working hours for this position will require flexibility to meet the needs of our service recipients. Hours are on an as needed basis and are not guaranteed.

SPECIFIC DUTIES:

- Plan, develop, and facilitate group programming aligned with identified service priorities and evidence-based practices.
- Provide intake, assessment, and ongoing counselling services to clients, ensuring timely documentation and completion of progress and termination reports.
- Knowledge of various therapeutic approaches (e.g., trauma-informed, CBT, narrative, feminist, and brief solution-focused models).
- Maintain accurate client records and statistical data in accordance with agency, Ministry, and program requirements.
- Provide court support-based coverage and services as required.
- Collaborate with internal teams and external community partners to enhance coordinated service delivery.
- Contribute to a collaborative, inclusive, and supportive team environment within the agency.
- Perform other related duties as assigned in response to evolving service needs, which may include participation in case conferencing, outreach initiatives, public education activities and liaising with program partners while adhering to Ministry standards and accountability requirements.

QUALIFICATIONS

- Master of Social Work (MSW) preferred, or diploma and experience deemed equivalent.
- Demonstrated expertise in the Violence Against Women (VAW) sector, including a strong understanding of Intimate Partner Violence (IPV) and Gender-Based Violence (GBV), and their impacts on individuals, families, and communities.
- Proven ability to apply trauma-informed, anti-oppressive, and equity-based practices grounded in social justice principles.
- Demonstrated experience facilitating groups for both mandated and voluntary participants.
- Knowledge of a range of therapeutic modalities (e.g., CBT, Narrative Therapy, Brief Therapy, Feminist Theory); familiarity with Signs of Safety is considered an asset.
- Working knowledge of the criminal justice, family court and child welfare systems is an asset.
- Strong crisis intervention skills and the ability to manage complex, high-risk situations.
- Excellent interpersonal, communication (oral and written), and organizational skills.
- Proven ability to build and maintain collaborative relationships with community partners and support systems.
- Demonstrated ability to set boundaries, use authority appropriately, and engage clients effectively.
- Ability to manage competing priorities and function effectively in a fast-paced environment.
- Flexibility to work varied hours to meet client and program needs.
- Valid driver's license in good standing and access to a reliable vehicle.
- Strong understanding of individual, family, and group dynamics.
- Cultural competence and commitment to inclusive practice.
- Sound judgment, professionalism, and integrity.
- Ability to work both independently and as part of a multidisciplinary team.

The Children's Aid Society of Oxford County is committed to the values of equity, inclusion, and respect and is dedicated to building a workforce that reflects the diversity of the community in which we live and serve. The Agency accepts applications from all qualified individuals and encourages applications from equity-deserving groups.

We are committed to creating an accessible environment for all. If you are contacted to participate in the interview process, please let us know if you have any accommodation needs.

Apply with a cover letter and resume to Human Resources at: hr@casoxford.on.ca The deadline for this posting is: August 24, 2026.