

**Job Title:** Clinical Consultant

**Classification:** Contract Position

**Reports to:** Executive Director

**Wage:** TBD - dependent on the Contractors qualifications and experience.

**NATURE OF POSITION:**

The Clinical Consultant is responsible for ensuring staff practices are relevant, appropriate and adhere to feminist, trauma informed practice. The CC provides peer support, debriefing, practice oversight and case consultation. They will report to the Executive Director and seeks feedback on aligning staff goals with the Agency's mandate, as well as quality assurance for case files.

**PRIMARY RESPONSIBILITIES:**

1. Address clinical supervision needs with staff.
2. Identifying and delivering training initiatives to ensure staff acquire the knowledge, skills and abilities necessary to work effectively with clients.
3. Help cultivate fresh perspectives when necessary
4. Integrating theory and practice and assist in aligning staff goals with Agency's mandate
5. Ensures best practices, polices and procedures are followed by auditing client files for quality assurance.
6. Assists with reducing professional isolation, and increase collegiality
7. Addresses confidentiality issues and ethical dilemmas
8. Provides ongoing individual and group meetings to facilitate cooperative learning experiences.
9. Provides Executive Director with feedback as to current trends as well as clinical challenges within the agency

**REQUIRED EDUCATION, TRAINING AND EXPERIENCE:**

1. M.A. preferred or equivalent combination of education and training
2. A minimum of three to five years experience providing direct clinical supervision to staff engaged in delivering services within a feminist framework working with women and children affected by violence; previous clinical experience working with issues such as domestic violence and sexual abuse and the resulting trauma.
3. Affiliation with a recognized professional body (BCACC)
4. Satisfactory Criminal Record Check.

**REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:**

1. Ability to assume a leadership, supervisory role based on respect for, and co-operation with, team members and community partners.
2. Demonstrated excellence in counselling and group facilitation.
3. In depth knowledge of program issues, standards, society policies, relevant legislation, and community resources.
4. In depth understanding and integration of feminist analysis of the dynamics of violence against women and children.

5. Familiarity with trauma informed practice, relevant legislation, anti-violence advocacy needs of children, youth and adults, professional and community resources.
7. Non-profit and/or Women's Organization experience.
9. Personal qualities and attitudes that welcome, respect and appreciate clients, colleagues, volunteers, staff, donors and the larger community.
10. Contribute to the strategic goals and activities of Haven Society
11. Demonstrate and foster a respect for diversity, equity and inclusion.
12. Excellent critical thinking skills.
13. Excellent self-awareness and self-care skills.

*Haven Society values diversity and is committed to an inclusionary hiring practice. Haven welcomes applications from women who are indigenous, members of minority groups, women with disabilities, minority sexual preferences, gender expressions or identities and others who may contribute to diversity. Applicants must be female from birth or self identify as female. All qualified applicants are invited to apply.*

***Please submit a cover letter and resume with the reference number to  
Recruitment@havensociety.com***

For further information please contact Tomasina Lawson, Manager of People and Culture at 250.585.9400. We thank all applicants for their interest, however, only those selected for interviews will be contacted.