Indigenous Addictions Counsellor

FT Contract Role – until March 31st, 2028
Location: St. Catharines
Salary: $65,000-$70,000

INTRODUCTION:
De dwa da dehs nye>s Aboriginal Health Centre's (DAHC) Integrated Program is seeking a Full-Time Indigenous Addictions Counsellor. The successful candidate will provide holistic, trauma-informed, strengths-based individual and group mental health and addiction counselling to Indigenous adults 18+ accessing the Niagara Homeless & Addiction Recovery Treatment (HART) Hub. Using a culturally safe, client-centered approach, services will be delivered in a variety of settings, including the office, clients' homes, and community locations in the Niagara Region, to meet clients where they are, reduce barriers to care, build trusting relationships, and support meaningful engagement. They will work closely with external partners involved in the HART Hub to serve DAHC patients and participants effectively and efficiently through traditional and innovative approaches to service delivery. While staff are expected to operate from a harm reduction-informed perspective, this role does not include the provision of harm reduction supplies (e.g., needles, pipes, or other safer use materials).

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

- Have knowledge of Historical Trauma and Intergenerational trauma of Indigenous Peoples.
- Experience working with and extensive knowledge of Indigenous Peoples language, culture, customs, and traditions.
- Knowledge of harm reduction strategies, referrals to detox, treatment planning, wellness & recovery planning, relapse prevention, pathways, anxiety & depression, coping skills & techniques.
- Ability to effectively manage disruptive behaviour and de-escalation in crisis situations.
- Experience working with and addressing addictions, concurrent disorders and active substance use.
- Knowledge and ability to integrate wholistic based and evidence-based practice into the planning and evaluation of client and program intervention from a trauma-informed lens.
- Ability to support clients non-judgmentally within the framework of harm reduction, while adhering to organizational and/or legal limitations on service delivery.
- Ability to provide clinical assessments and interventions as needed, develop treatment plans, referrals & discharge, as well as maintain client caseload of approximately 16 counselling appointments/week.
- Demonstrated ability to work independently and in a team environment.
- Consult with and provide information to staff regarding clients and assist with the development of care plans for complex clients.
- Participate in case conferences for client plans of care with external agencies and services where appropriate.
- Maintain clinical records and data compilation utilizing the Electronic Medical Record according to requirements of the DAHC.
- Possess excellent time management, organization and verbal & written communication skills.
- Respect the rights, dignity, and feelings of others to create a safe and respectful work environment that is free from harassment, discrimination, and violence.
- Established self-care routine and support.
- Other duties may be assigned by team lead and/or management.

STATEMENT OF QUALIFICATIONS:

- Undergraduate degree in Social Work, Mental Health & Addictions, Psychology or Sociology, from a recognized university preferred. College Diploma and related experience in the field of Mental Health & Addictions will be considered.
- Minimum 2 to 5 years' experience working with individuals with complex mental health and addictions.
- Additional training and certifications that support individuals with addictions are considered an asset.
- Ability to register with a regulatory body – i.e. OCSWSSW or CRPO

INTERESTED APPLICANTS

Please submit your resume and cover letter to: **humanresources@dahac.ca** by **November 30th, 2026.**

Nya:weh / Miigwetch to all applicants. Only those selected for interviews will be contacted

Please note that **ONLY** complete applications with cover letter will be considered.

Preference is given to candidates of Indigenous Decent.

100% Organization Paid Benefits

- Health Benefits
- Employee Life AD&D Insurance
- Business Travel Life and Disability Insurance
- Dependent Life Insurance
- Employee Critical Illness Insurance
- Travel Accident Insurance
- Long Term (LTD) Benefit

Retirement Benefits

- Hospitals of Ontario Pension Plan (HOOP) with Immediate Eligibility

Other Benefits

- 3 weeks' Vacation (to start) annually
- 12 Personal Days annually