



BEHAVIOURAL HEALTH FOUNDATION

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St. Norbert, MB R3V 1L6
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| Position | Counsellor |
| Department/Program | Support Services (Therapeutic Community) |
| Employment type | Full Time, Permanent |
| Shift / hours | Availability between 8:00 am – 7:00 pm (with some occasional weekends (Saturday's)) |
| Salary | Starting at \$61,670 annually (\$29.65/hour) |
| Posting Date | March 24, 2026 |
| Closing Date | April 7, 2026 |

ABOUT US

The Behavioural Health Foundation (BHF) is a long-standing therapeutic community providing long-term, bed-based treatment for adults and families experiencing substance use and co-occurring mental health concerns. Our holistic, person-centred programming integrates individual and group counselling, life skills development, adult education, employment readiness, and family healing.

BHF is one of the few programs in Manitoba where adults can enter treatment with their children or reunify with children during their stay. On-site childcare and K–6 education support whole-family recovery. Indigenous Services at BHF offer Traditional Teachings and Ceremonies within a trauma-informed framework, and our Outreach team supports members as they transition back to community life.

Learn more at www.bhf.ca.

POSITION SUMMARY

The Counsellor plays a vital role within BHF's therapeutic community, working as part of an interdisciplinary team to support healing, accountability, and personal growth. In alignment with the therapeutic community model, the Counsellor functions as a guide, safety net, and strategic support, helping residents engage with the community itself as a primary vehicle for change.

The Counsellor also provides evidence-informed, short-term counselling interventions within the therapeutic community setting. Services include consultation, psychosocial assessment, and focused counselling interventions, typically delivered over a maximum of six to twelve sessions. This role involves active collaboration with residents and team members to foster insight, responsibility, connection, and recovery. Strong clinical judgment, reflective practice, and the ability to intervene thoughtfully while maintaining the integrity of the community process are essential.

As a member of the BHF team, the Counsellor delivers trauma support and brief treatment counselling, and contributes consultation, clinical case feedback, and collaborative treatment planning alongside clients and the interdisciplinary team. Services are delivered within an integrated, multidisciplinary framework and require a strong commitment to person-centered, recovery-based care.

The position functions in alignment with the mission, vision, values, and policies of Behavioural Health Foundation.

SUMMARY OF JOB DUTIES AND RESPONSIBILITIES

- Provide trauma-informed, evidence-based individual and group counselling within a therapeutic community setting.
- Deliver short-term and brief counselling interventions focused on stabilization, insight, and recovery.
- Support residents in engaging with the therapeutic community as a primary tool for personal growth and change.
- Conduct assessments and contribute to person-centred, strength-based treatment planning.
- Collaborate closely with interdisciplinary team members to support coordinated, recovery-oriented care.
- Offer consultation and clinical input to support treatment planning and community-based interventions.
- Create and maintain a safe, respectful, and culturally responsive environment for program participants.
- Respond appropriately to client crises using trauma-informed and evidence-based practices.
- Complete accurate, timely documentation including assessments, progress notes, and summaries.
- Connect clients with internal and community resources to support continuity of care.
- Participate in team meetings, clinical supervision, and professional development activities.
- Adhere to all Behavioural Health Foundation policies, procedures, and ethical standards.

QUALITIES AND QUALIFICATIONS

- Degree in health-related social science (e.g., BSW, MACP, BSc MH) Other relevant four (4) year educational programs may be considered.
- Minimum two (2) years of experience providing individual and/or group counselling in a clinical or therapeutic setting.
- Experience working with addictions, mental health, trauma, and co-occurring disorders
- Strong knowledge of trauma-informed, person-centered, recovery-based approaches
- Proficiency in Motivational Interviewing; CBT and DBT skills considered assets
- Demonstrated ability to conduct assessments and develop strength-based treatment plans
- Experience responding to client crises using evidence-based intervention techniques
- Knowledge of Indigenous cultures, intergenerational trauma, and commitment to culturally safe care
- Strong interpersonal communication, documentation, and organizational skills
- Ability to work independently and collaboratively within an interdisciplinary team
- Applied Suicide Intervention Skills Training (ASIST) certification or willingness to obtain

CONDITIONS OF EMPLOYMENT

- Successful completion of a Criminal Record Check, Vulnerable Sector Check, and Child Abuse Registry Check (no older than three months)
- Legally entitled to work in Canada
- Ability to work some evenings and weekends as needed.
- Valid Class 5 driver's licence considered an asset
- Valid First Aid and CPR certification considered an asset
- Ability to work effectively in a fast-paced environment
- Demonstrated reliability, strong work ethic, and professionalism

BENEFITS

- Fully employer paid comprehensive benefits package (Medical and Dental, Vision, AD&D, Critical Care Coverage) for full-time employees after completion of probationary period
- 5 % matched pension program
- 3 weeks' vacation to start.
- Worker's Compensation Coverage
- Training and development opportunities
- On site Indigenous teachings/ceremonies
- Free lunch, coffee, and snacks
- On site fitness facility
- Free parking on site
- Opportunities for education agreements for job related training
- Company paid dues for employment related professional designation
- Mileage reimbursement (when applicable)
- A park-like suburban setting makes coming to work a pleasure
- Casual dress

HOW TO APPLY

Applicants can express their interest by submitting a cover letter along with their resume and salary expectations to paulah@bhf.ca We thank all applicants, but only those being considered for an interview will be contacted.

Behavioural Health Foundation is an equal opportunity employer that pledges to uphold a workplace culture of inclusion, diversity, compassion, and respect. Behavioural Health Foundation welcomes applications from people with disabilities. Applicants may request reasonable accommodation related to the materials or activities used throughout the selection process.