



BEHAVIOURAL HEALTH FOUNDATION

35 avenue de la Digue
St. Norbert, MB R3V 1L6
Phone: (204) 269-3430
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Position	Counsellor
Department/Program	Support Services (Integrated Team)
Employment type	Full Time, Permanent
Shift / hours	Eight-hour shifts scheduled between 8:00 a.m. and 7:00 p.m., with occasional Saturday shifts as required
Salary	Starting at \$61,670 annually (\$29.65/hour)
Posting Date	May 1, 2026
Closing Date	May 16, 2026 <i>(or until the position is filled)</i>

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 is a member of BHF's integrated Therapeutic Community (TC) team and provides clinically informed counselling and consultation to support residents experiencing substance use, mental health, trauma, family, and social challenges.

Working within a shared-care, team-based model, the Counsellor contributes focused assessment, short-term therapeutic intervention, and clinical guidance to support residents in developing coping skills, improving emotional regulation, strengthening relationships, and preparing for successful transition to community living.

This role provides clinical depth while supporting not replacing the Therapeutic Community model, where the community itself remains the primary therapeutic environment. Counsellor involvement is goal-oriented, time-limited, and designed to strengthen engagement, stability, and skill development within the program.

SUMMARY OF JOB DUTIES AND RESPONSIBILITIES

Clinical Counselling & Therapeutic Support

- Provide individual, group, and family counselling within scope of practice

- Deliver short-term, goal-oriented counselling to support stabilization, insight, and functional coping
- Conduct focused clinical and psychosocial assessments to support understanding of resident needs within the TC environment
- Support residents in addressing substance use, mental health, trauma, family, and social concerns
- Apply evidence-informed approaches such as Motivational Interviewing, CBT, DBT, and ecotherapy (“walk and talk”)
- Deliver group-based seminars and workshops as a primary method of service delivery, with individual sessions used to support specific needs

Contribution to Shared Care

- Contribute clinical insight and recommendations to the shared resident plan in collaboration with Key Workers and the integrated team
- Support the team’s understanding of underlying clinical and behavioural needs
- Translate clinical concepts into practical strategies that can be applied and reinforced in daily community living
- Participate in integrated planning, case discussions, and coordinated care activities
- Share relevant clinical observations while maintaining professional and ethical confidentiality standards

Consultation & Team Support

- Provide consultation and guidance to staff regarding trauma-informed practice, emotional regulation, and behavioural support strategies
- Support team responses to complex or high-risk situations within role scope
- Participate in crisis intervention and de-escalation alongside team members
- Focus on building team capacity and consistency rather than dependence on clinical intervention

Documentation & Communication

- Maintain accurate, timely clinical documentation in accordance with professional standards, organizational policies, and privacy legislation
- Complete assessments, progress notes, and reports within required timeframes
- Participate in team meetings, case conferences, and clinical supervision

Cultural Awareness & Inclusion

- Deliver services in a respectful, inclusive, and culturally responsive manner
- Demonstrate awareness of Indigenous cultures, intergenerational trauma, and culturally safe practice
- Support integration of cultural and traditional practices within the program environment
- Work collaboratively with Indigenous and Cultural Supports as part of the integrated care approach

QUALITIES AND QUALIFICATIONS

Education

- Degree in Social Work, Psychology, or a related health or behavioural science field
- Registration with a relevant professional body, as required

Experience & Skills

- Experience providing counselling in mental health, addictions, residential, or community settings
- Experience working within recovery-oriented and trauma-informed frameworks
- Strong counselling, assessment, clinical formulation, and documentation skills
- Ability to work collaboratively within an integrated, team-based environment
- Crisis intervention and de-escalation skills
- Experience in a Therapeutic Community or residential setting is considered an asset

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.