



Addiction & Mental Health Services | services de lutte contre les dépendances et de santé mentale
Kingston Frontenac Lennox & Addington

Position:	Clinical Counsellor	Competition Number:	2026-082
Hours of Work:	37.50 hours per week. Monday to Friday, 8am to 4pm.	Reports to:	Clinical Program Manager, Counselling and Treatment
Location:	Kingston, ON	Hourly Rate:	Pay Band 7 \$ 37.58 - \$ 43.96
Job Status:	Temporary Full-time (until March 31, 2027)	Union/Non-Union:	OPSEU/SEFPO Local 489
Vacancies:	Two (2) This posting is for an existing vacancy within our organization		

We are seeking Clinical Counsellor who are enthusiastic and passionate about opportunities to work with individuals in the community. Our Clinical Counsellor are key members of many frontline teams, including Counselling and Treatment. This role contributes to the support of our clients in providing invaluable services to individuals with addiction and/or mental health concerns within the Kingston, Frontenac, Lennox and Addington (KFLA) communities.

While this is contract, anyone hired into a temporary role with the agency is able to apply as an Internal candidate for other positions. There are many opportunities to grow your career across a broad spectrum of positions within the Addiction and Mental Health field. All of our vacancies are first posted internally, giving existing staff the opportunity to be considered first. This includes our permanent positions that seldom are posted externally, due to high levels of internal interest.

Our Clinical Counsellor positions are members of Ontario Public Sectors Employee's Union (OPSEU/SEFPO) Local 489 and work from various locations throughout KFLA. With some ability to flex hours as needed, the hours of work are generally Monday to Friday, however do vary depending on assigned team which can require occasional weekends.

Job Summary:

The Clinical Counsellor provides evidenced-based individual and group psychotherapy for those living in the community with serious mental health issues, and those reporting cognitive and/or behaviour challenges related to emotional dysregulation, anxiety, and/or mood and substance use. Therapeutic support includes assessment, case conceptualization in collaboration with the client, and development and implementation of a brief structured treatment plan. All services are provided in accordance with the mission, vision, values and established protocols of the Agency.

Minimum Qualifications:

- Master's Degree in Clinical or Counselling Psychology, Social Work or Occupational Therapy
- Current unrestricted registration with the relevant College related to the Master's Degree and controlled Act of psychotherapy
- Two years post-graduate experience working with individuals who live with a serious mental illness, providing direct time limited therapeutic intervention
- Expertise in group counselling (expertise in marital and family counselling will be considered an asset)
- Knowledge in trauma informed therapies and working from a client-centred focus
- Experience working with at least one of the following therapeutic modalities: CBT, DBT, Narrative, EMDR
- Certification in First Aid and CPR, an asset
- Applied Suicide Intervention Skills Training, an asset
- Non-Violent Crisis Intervention training, an asset.

Knowledge, Skills and Abilities:

- Knowledge of and ability to apply discipline specific principles and practices to individuals who live with a serious mental illness, within a client-centred approach
- Demonstrated in-depth knowledge of mental health symptoms, issues, psychotropic medications and associated side effects
- Knowledge of issues related to addictions an asset
- Knowledge of and ability to incorporate best practices in community support for individuals living with a serious mental illness
- Demonstrated assessment and crisis intervention skills with broad knowledge of emergency mental health and crisis stabilization
- Demonstrated advanced clinical reasoning and decision-making skills
- Ability to effectively utilize community resources and supports to meet the needs of individuals
- Ability to work under pressure within a changing environment
- Working knowledge of the Health Care Consent Act, Mental Health Act, Personal Health Information Protection Act, and other relevant legislation

- Excellent communication and interpersonal skills in order to effectively engage community services and individuals, increasing awareness of services
- Well-developed problem-solving, prioritization and conflict resolution skills
- Ability to work autonomously as well as collaboratively in a multidisciplinary team environment
- Basic proficiency in computer skills; MS Office preferred
- Ability to work flexible hours, including evenings and weekends
- Must possess a valid Ontario Driver’s License and have regular access to a reliable vehicle and provide proof of adequate vehicle insurance
- Required to provide a satisfactory criminal reference check (CRC) and Vulnerable Sector screen prior to hire
- French language proficiency considered an asset.

*Please submit a resume and cover letter as one document only quoting **Competition Number 2026-082***
to: careers@amhs-kfla.ca

AMHS-KFLA strives to be a diverse and inclusive workplace. We encourage applications from all candidates who would contribute to the diversity of our community and enhance our ability to provide quality services to our clients.

We are committed to accessible employment practices. If you require an accommodation to fully participate in the recruitment and selection process, please inform Human Resources to discuss your individual accessibility needs.

AI Disclosure: We do not use artificial intelligence to screen, assess, or select applicants for this position