



Penticton Indian Band

R.R. #2, Site 80, Comp.19
Penticton, British Columbia
Canada V2A 6J7

Telephone: 250-493-0048 Fax: 250-493-2882

June 22, 2017

Employment Opportunity

The Penticton Indian Band (PIB) is currently seeking an ambitious and qualified individual to fill the following position:

Position Title:	School Counselor	Classification:	14
Department:	Education	Responsible To:	Principal
Status:	Full-time	Hours of Work:	35 hours / week
Range:	PIB Salary Grid		
Location:	Outma Sqilx`w Cultural School		
Closing Date:	July 7, 2017 @ 4:00pm		

Job Summary:

Under the supervision of the School Principal, the School Counsellor will provide clinical and professional counselling services to support PIB students attending Outma School. Counselling services will include reporting to the PIB Social Development Committee; and supporting access to meaningful and appropriate mental health services that are culturally relevant and holistic coming from a strength based perspective. The School Counsellor will work collaboratively with the school administration and teachers to identify individual student needs and appropriate school counselling programs to support the school, students and their families.

Core Competencies:

- Accountability
- Teamwork
- Analytical Thinking
- Communication
- Critical Thinking
- Decision Making
- Networking and Relationship Building
- Planning and Organizing
- Problem Solving

Duties/Responsibilities:

Job Responsibilities and Work Performed

- Consult with internal/external community resources
- Ensure proper case management and documentation of student files
- Work in collaboration with PIB Social Development Committee, school staff and administration.
- Provide support strategies and advocate on behalf of students and parents regarding educational, social, emotional, and behavioral concerns.
- Attend School Based Team and IEP meetings of students
- Conduct assessment of students using a variety of assessment tools
- Develop treatment plans and set goals with students
- Provide resources and referrals
- Develop culturally appropriate programming that embraces Okanagan Syilx Protocols, traditions and practices.
- Provide individual and group counselling to students with identified concerns and needs.
- Provide direct counselling services such as intake, assessment, goal setting, and crisis intervention

Accountability

- Maintain a positive image and provide quality counselling services to students to ensure positive, healthy relationships, boundaries and professionalism.
- Maintain schedules, plans meetings, and establishes student files/records.
- Monitors student attendance and behavioral data to identify and establish school counselling program goals.
- Conduct school counselling program assessment annually to review extent of program implementation and effectiveness.
- Share school counselling program data with relevant stakeholders.

Relationships

Internally

- Reports to OSCS Principal
- Collaborates with school staff
- Collaborates with PIB Social Development Committee
- Attends monthly Social Development Committee Meetings

Externally

- Accountable to parents, guardians and students
- Networks with outside Mental Health and community agencies

Decision Making

- Level of decision making is high. Professional assessment and ongoing evaluation of student's mental health/wellbeing is essential.
- High degree of trust and confidentiality required.
- Follows Code of Ethics for appropriate professional body related to Counselling Practices

Qualifications/Requirements:

Minimum Academic/Educational Requirements

- Masters in Counselling Psychology or related field in Social Sciences; MA In Social Work, M Ed in Counselling, MA Clinical Psychology

Other Certification, Licenses, Designations and/or Training

- Certified Member of the Canadian Counselling and Psychotherapy Association/ BCACC/or other recognized professional designated association
- Master's Degree in Counselling Psychology→Registered Clinical Counsellor
- MA CCC/ MA RCC/MA SW

Specific Job Skills and Levels

- Knowledge of behavioral and mental health issues that face First Nation people and communities.
- Knowledge of internal and external community resources
- Knowledge of counselling prevention, intervention, treatment techniques and resources.
- Ability to plan, organize, implement and facilitate individual and group sessions with a diverse population around a variety topics.
- Excellent organization skills to maintain counselling schedules, meetings and student files.
- Ability to work with students Jrk-9

Minimum Level of Experience

- 2 years experience working in a school setting with First Nation population.

Personality Traits (Required to be successful in position)

- Ethical
- Caring
- Approachable and Personable
- Professional
- Respectful
- Trust worthy
- Excellent Communicator→verbal, written
- Dependable

Assets:

- Knowledge of Okanagan language and culture.
- Knowledge of Penticton Indian Band Community issues

- Must possess high physical and emotional energy to handle job stresses.
- Work from a holistic and culturally appropriate perspective/approach based on First Nations.

Working Conditions:

- Exposure to stress related to student expectations and demands.
- High volume of communication demands (student interactions, networking, client files, etc)
- Busy, high energy demands interacting with school staff, students, parents and community agencies involved.
- Some irregular hours and overtime may be required to meet with students and parents before and after work day.
- Privacy is essential for confidential and frank discussions with clients and other professionals involved.
- Exposure to fatigue and strain from prolonged periods of sitting and keyboarding.

All Penticton Indian Band employees are encouraged to learn about the culture, language and customs of the Okanagan people and must be willing to continuously upgrade their skills and knowledge and further their formal education.

The Penticton Indian Band offers a competitive compensation and benefits package as well as a great team and respectful work environment. If you are qualified and looking for an exciting and rewarding career in education please **send a resume and covering letter by 4:00 pm on July 7th, 2017 to the attention of:**

**Mr. Derek Stewart – Principal, Outma Sqilx’w Cultural School
Penticton Indian Band**

Mail: RR #2 Site 80 Comp. 19 **Fax:** (250) 493-2882
Penticton, BC V2A 6J7 **Email:** jobs@pib.ca

In Person: PIB Administration Offices – 801 Westhills Drive, Penticton, BC

The Penticton Indian Band provides equal employment opportunities to all, regardless of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, political belief, creed, disability that does not prohibit performance of essential job functions or that cannot be accommodated, or conviction for which a pardon has been granted. However, where two or more applicants have comparable or equivalent skills and qualifications, preference shall be given, in the following order, to persons with specific knowledge of and/or experience with Sn’Pink’tn(Penticton) language (N’syilxcen), culture, history and customs; persons of Aboriginal, Métis or Inuit ancestry; and all others. We thank all those who apply; however, only those candidates selected for interview will be contacted.