



Responsive, compassionate services for children, youth, and families to build better and more hopeful futures.

Job Posting # 25-19 to 22 (internal/external)

BSW/MSW Counsellor (1.0 FTE) 4 Positions are Open

About Keystone:

Keystone Child, Youth & Family Services is a dynamic, not-for-profit organization and the designated Lead Agency for Children's Mental Health in Grey and Bruce Counties. Since 1974, we have been dedicated to supporting children, youth, and families by delivering compassionate, responsive mental health services.

At Keystone, we provide a full continuum of services, including counseling, prevention and well-being programs, short-term live-in treatment, crisis stabilization, youth justice services, and special needs programming. Our focus on coordinated access ensures that every child and youth aged 0-17 receives tailored, multi-disciplinary care to meet their unique needs.

Purpose of the Role:

The BSW or MSW (or an equivalent degree) Counsellor must develop and implement treatment plans based on a comprehensive assessment process and provide therapeutic clinical mental health services to children, youth (ages birth to 18), and their families.

Successful candidates will value partnerships, innovation, and creativity, and have a strong willingness to collaborate within a team. Counsellors will also be expected to work evenings and weekends as required.

General Accountability:

The Counsellor provides a wide range of services including screening, assessment, therapy/counselling, casework, group work, advocacy, consultation, education, and/or community organizing to individuals and families within Grey and Bruce counties. Services are delivered in alignment with the philosophy, frameworks of Keystone Child, Youth & Family Services.

Key Responsibilities:

Screening, Assessment/Problem Identification

- Screen perspective clients to determine the appropriateness for services and urgency of their needs.
- Collect information about the client's past and current functioning.
- Make direct observations to inform assessments.
- Integrate gathered facts and observations to develop a working hypothesis that identifies client needs, guiding the appropriate management and intervention (treatment).

Treatment

- Develop a treatment plan once a working hypothesis about the client has been established.

- Treatment plans will be goal-oriented and based on well-established theories of biological, psychological, and social development.
- Treatment may involve individual, group, family therapy, or psycho-educational workshops utilizing evidence-based therapies. Treatment durations will vary according to the needs of the client.

Community Consultation and Education

- Provide consultation and educational services, which may be case, program, or educational-centered.
- Case Management and Clinical Recordings
- Complete clinical documentation in accordance with Keystone's Clinical Records Policy.
- Be responsible for case management, which includes community case consultations, service coordination, and access to both internal Keystone services and external community resources.
- Handle other case management duties as needed, depending on each case.

Supervision:

- The supervision process will include elements of feedback, accountability, evaluation and training. Meetings occur at least monthly and more frequently as needed. Performance reviews and coaching
- The staff are expected to be prepared for these meetings and be an active participant in the process.

Other Duties:

The staff will be expected on occasion to become involved in activities not otherwise included in this job description. These activities include:

- Agency Committee membership
- Staff meetings
- Professional development
- Travel to offsite meetings and training events

Qualifications:

- Master's degree in social work (MSW) **or** Bachelor's in social work (BSW), or an equivalent degree.
- Licensing Requirement
- College registration with OCSWSSW or CPRO required.
- Experience:
 - Clinical experience working with high-risk children, youth and their families in a voluntary setting required.
 - Highly developed psychosocial assessment skills
 - Proficiency with computer applications.
 - Current criminal vulnerable sectors check
 - Valid driver's license and reliable transportation, with valid automobile insurance that covers a minimum of \$2,000,000.00 liability for travel between locations.

Personal Attributes:

- Proven excellent written and verbal communication.
- Strong interpersonal skills with the ability to work collaboratively within a multidisciplinary team.
- Demonstrated problem-solving and consultation skills.
- Maintains confidentiality and adheres to privacy legislation and professional standards
- Demonstrates initiative, adaptability, and sound problem-solving in dynamic environments
- Committed to continuous learning and professional development
- Reliable, trustworthy, and positive in approach, with perseverance in supporting children, youth, and families
- Demonstrate and carry out their duties within the Framework, Philosophy and Values of Keystone Child, Youth and Family Services.
- Committed to equity, inclusion, and culturally responsive care.
- Ability to work flexible hours, including evenings and weekends

Why Choose Keystone:

- Join a dedicated and passionate team making a difference in youth mental health in Grey and Bruce Counties.
- Keystone is has just expanded Live-In Treatment Program from 7 to 13 beds to provide intensive, evidence-based care for high-acuity youth.
- In April 2025, we launched Step-Up Step-Down Services to support youth transitioning between community and inpatient care, offering stabilization and intensive treatment.
- Work in a trauma-informed environment prioritizing evidence-based practices like ARC, T-CBT, DDP, and Collaborative Problem Solving, collaborating with professionals dedicated to family strengthening and youth empowerment.
- If you're passionate about youth mental health, ready for an instrumental leadership role and want to be part of an innovative, compassionate organization, we want to hear from you!

What Keystone Offers:

Competitive Compensation & Benefits

Competitive salary and comprehensive benefits, vacation, health, dental and group life insurance. Participation in the Healthcare of Ontario Pension Plan (HOOPP) for robust retirement savings.

Health & Wellness Support

Prioritize your well-being with wellness programs, mental health support through our Employee Assistance Program (EAP), and workshops.

Professional Development & Growth

Access workshops, conferences, and continuing education programs. Opportunities for advancement and strategic involvement are also available as part of our leadership team.

Innovative & Collaborative Work Environment

Join a forward-thinking organization where innovation and teamwork enhance mental health outcomes for children, youth, and families.

Meaningful Impact

Contribute to high-quality, evidence-based mental health services that make a real difference in the lives of individuals, families, and communities.

Inclusive Employer Keystone Child, Youth & Family Services is an equal opportunity employer committed to fostering diversity and inclusion. We encourage applications from individuals of all backgrounds to join our team and make us better.

We are dedicated to creating an accessible organization, fully compliant with the Accessibility for Ontarians with Disabilities Act (AODA). If you require accommodation during the recruitment process, please let us know, and we will work to meet your needs. Disability-related accommodations are available upon request throughout the application process..

EDI Vision and Mission Every child and youth deserve equitable, culturally competent, safe, and accessible care. We are dedicated to breaking down barriers to equitable services. We actively engage with and learn from our community partners, reflecting the diversity of those we serve. Though ongoing learning and action, we champion inclusive practices across everything we do.

Additional Information:

Location: Home Base Owen Sound with flexibility to travel as needed

Start Date: *Immediately*

Hours of Work: 35 hours per week. Flexible hours, including evenings and weekends

Salary: in line with Collective Agreement as of April 1st, 2025, and depending on qualifications and experience

Apply in writing: Cover Letter and Resume with Job ID Number and Title in the Subject Line

KeyHR@keystonebrucegrey.com

Only those applicants who are qualified and meet all criteria will be granted an interview.

Date Posted: September 5, 2025

Closing Date: Open Till Filled