

## Employment Opportunity

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| <b>Job Title:</b><br>Mental Health Counsellor (Brief)<br><br><b>Job Posting # BMHC-038/2025-26</b> | <b>Date Re-Posted:</b><br>November 26,<br>2025 | <b>Position Type:</b><br>Part Time - 0.5 FTE<br><br><b>Reports to:</b><br>Supervisor, Addictions<br>Program |
|  | <b>Date Closed:</b><br>Open till filled        |   |

### **About Organization:**

Punjabi Community Health Services (PCHS) is a pioneer, community-based, not-for-profit charitable organization that has been serving diverse populations for over 35 years. PCHS provides a wide range of culturally responsive services in the areas of addictions, mental health, geriatric care, health promotion, domestic violence, parenting, settlement, and support for women, children, and youth. PCHS is widely recognized for its innovative Integrated Holistic Service Delivery Model and has contributed to several community-based research studies. The organization is fully accredited by the Commission on Accreditation of Rehabilitation Facilities (CARF) International and Imagine Canada, reflecting its commitment to quality and accountability. PCHS is also a 2SLGBTQ-sensitive organization, committed to equity, inclusion, and culturally appropriate care.

### **Why Work at PCHS:**

- 3 weeks' paid Vacation to start; 4 and 5 weeks after 3 and 4 years of continuous service
- 7 days' paid Personal Days
- Comprehensive Benefits package (including coverage towards fitness memberships and winter tires)
- Employee Assistance and Family Assistance Plan
- Various employer-paid training programs and professional development opportunities
- Develop and network through robust community and partner events
- Mileage reimbursement as applicable
- Free on-site parking

### **About Program:**

Punjabi Community Health Services is pleased to partner with Canadian Mental Health Association Peel Dufferin (CMHA Peel Dufferin) and various agencies in the Peel Region, to offer services to the local community at the \*new\* Brampton based Homelessness and Recovery Treatment (HART) Hub.

HART Hubs are community-based care hubs designed to address mental health, addiction and housing needs for people experiencing homelessness. They provide integrated care, offering a wide range of services such as primary care, mental health services, addiction care and employment supports. With targeted community outreach and rapid referral pathways, HART Hubs aim to support individuals with complex needs, helping them recover, achieve housing stability, and inclusion.

Achieving our vision means we're recruiting people who are passionate about driving change and delivering evidence-based, responsive and affirming care that meet people where they are. Are you ready to join us?

## **About Position:**

The Mental Health Counsellor (Brief) will deliver time-limited, client-centered counselling and case management supports to individuals experiencing mental health and addiction challenges. Using a stepped care approach, this role provides brief interventions, crisis response, assessment, and ongoing care coordination tailored to client needs. The Mental Health Counsellor will work collaboratively with multidisciplinary teams and community partners to facilitate recovery, support wellness, and ensure effective service navigation.

This role requires flexibility, cultural competence, and a trauma-informed lens to work effectively with diverse clients, including equity-deserving populations. The counsellor will also facilitate group sessions and contribute to program quality improvement initiatives.

## **Qualification, Experience and Skills:**

- University degree or Community College diploma in social services, human services, mental health, or a related field
- Minimum 2 years counselling experience in the mental health and addictions sector, with a focus on brief interventions.
- Registration with a regulatory body required
- Demonstrated ability to conduct comprehensive assessments, develop individualized care plans, and provide crisis intervention and support
- Strong knowledge of community resources and ability to effectively link clients to appropriate supports and services
- Excellent verbal, written, and interpersonal communication skills with sensitivity to culturally diverse and equity-deserving groups
- Demonstrated experience working within a multidisciplinary team and evidence of an ability to collaborate and partner.
- Working knowledge and/or an understanding of various disciplines; including but not exclusive of mental health, substance use, harm reduction, newcomer challenges and barriers faced by those in marginalized populations.
- Demonstrated cultural competence, ability to work and apply practical understanding of different elements of diversity, equity, inclusion and belonging as well as an understanding of social determinants of health and impact on vulnerable communities.
- Knowledge of a variety of evidence-informed treatment modalities including motivational interviewing and trauma informed practices.
- Experienced at engaging in matters that require sensitivity and empathy across a diverse community, excellent judgement, and discretion; ability to operate with various frameworks including culturally sensitive, anti-racist, anti-oppressive, 2SLGBTQ+ affirming and intersectional.
- Proficiency in Microsoft Office and client data management systems (experience with Catalyst or CRMS an asset)

## **Requirements:**

- A satisfactory Vulnerable Sector Screening (Criminal Record Check) is mandatory.
- A valid driver's license and access to a reliable vehicle with current insurance coverage.
- Current certification in CPR and First Aid- Level C with AED.
- Proof of vaccination (including COVID-19 and others) is encouraged.
- Registration with regulatory body is required.

## **Duties and Responsibilities:**

- **Assessments:** Conduct comprehensive standardized psychosocial assessments, including conducting risk assessments.
- **Supports:** Provide brief, time-limited counselling interventions using evidence-based approaches.
- **Risk:** Regularly assess for risk and respond with mitigation strategies, including crisis intervention and de-escalation supports and connecting to crisis services when appropriate.
- **Referrals/Linkages:** Refer and link clients to community resources and groups that support recovery goals
- **Group Facilitation:** Facilitate recovery and/or social-recreational groups as needed, including developing new group materials
- **Meetings:** Actively participate in staff meetings, team huddles, supervisions, case conferences, trainings, and events as required.
- **Documentation:** Update all appropriate documentation within 24 hours of client contact
- **Committees:** Participate in internal or external committees, including communities of practice as requested by the HART Hub Program Manager or home organization
- **Others:** Support organizational goals by participating in program development, quality improvement initiatives, committees, community education, and agency events.
- Work collaboratively with internal teams and external community partners to enhance service accessibility and client outcomes.
- Comply with occupational health and safety policies and participate in mandatory training and professional development activities.
- Other duties as assigned

**Hours:** Part time, schedule to be decided in consultation with partners  
(Some evenings and weekends work required)

**Hours for HART Hub:** 9 am – 9 pm, Monday to Sunday (no bed services at this location)

**Onsite Work:** Roles will be on-site, or community based.

**Position to commence:** November 2025

**Salary Range:** \$32,500 to \$35,000 annual based on 0.5FTE

## Employment Opportunity

Please submit your resume to the Hiring Committee at [hr@pchs4u.com](mailto:hr@pchs4u.com).

**Please add Job Posting # BMHC-038/2025-26 to the email subject line and cover letter.**

PCHS offer an attractive and rewarding work environment. We appreciate the interest of all applicants, but only those under consideration will be contacted for an interview.

*PCHS is committed to diversity in its workplaces and welcomes applications from all visible minority groups, women, Aboriginal persons, LGBTQ, persons with disabilities among other self-identified diverse groups. We also provide accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act ('AODA'). If you require accommodation for a disability during any stage of the recruitment process, please notify Human Resources at [hr@pchs4u.com](mailto:hr@pchs4u.com)*