

Benchmark Title **CHILDREN WHO WITNESS ABUSE COUNSELLOR – 13P**

Grid Level 13P – Paraprofessional Wage Grid

Job Summary Provides counselling, education and advocacy support to children between the ages of 3 and 18 who have witnessed domestic violence. Provides emotional and parenting support for parents regarding the impact on their children of witnessing violence.

- Key Duties and Responsibilities**
1. Interviews clients, prepares case histories and outlines services provided by the organization. Refers clients to more appropriate programs if needed.
 2. Assesses the impact of witnessing abuse on the child, the group readiness of the child and the support needs of the abused parent.
 3. Develops and conducts psycho-educational support groups for children.
 4. Conducts individual counselling sessions with the child and/or individual members of his/her family using techniques such as active listening, conflict resolution and psycho-education; provides emotional support.
 5. Provides emotional and parenting support and referral services for parents.
 6. Conducts post group interviews with children and/or their families. Recommends follow-up services where necessary and makes appropriate referrals.
 7. Maintains related records, statistics and prepares reports as required.
 8. Maintains current knowledge of issues and resources related to abuse and violence. Provides presentations and public awareness activities about services and issues.
 9. Performs other related duties as required.

Qualifications *Education and Knowledge*
Bachelor's degree in a related human / social service field.

Training and Experience
Two (2) years recent related experience.

Or an equivalent combination of education, training and experience.

**COMMUNITY SOCIAL SERVICES JOB EVALUATION PLAN
RATING RATIONALE**

BENCHMARK TITLE: Children Who Witness Abuse Counsellor

FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	Education and Knowledge – Requires a bachelor’s degree in a related human/social service field	6	113
2	Training and Experience – Requires 2 years recent related experience	4	100
3	Physical Demands – Occasionally lifts and carries moderate weight children	3	21
4	Concentration – Often listens to clients to interpret client needs and behaviour, to assess the impact of witnessing abuse on child and the support needs of the child	6	50
5	Independence – Guided by social work/psychology standards, applies accepted work methods in a different way to provide counselling, education, and advocacy to children who have witnessed domestic violence	5	71
6	Judgement – Apply analysis and interpretation of client’s problems and choose an approach using accepted counselling techniques to assess impact on the child and conduct individual counselling sessions	5	71
7	Leadership/Supervision – Little or no responsibility	1	20
8	Accountability – Work has direct impact on the service provided with limited impact outside the agency	4	57
9	Communication – Uses influence or persuasion techniques to provide counselling to clients who may not cooperate	5	71
10	Care of Individuals – Work involves conducting individual counselling sessions	5	50
11	Environment/Working Conditions – Often exposed to moderately undesirable working conditions in the form of dealings with clients who have witnessed domestic violence and who are uncooperative or otherwise have behavioural problems	5	42
		Total Points	666
		Grid Level	13P