

Benchmark Title **CHILDREN WHO WITNESS ABUSE COUNSELLOR – ART SPECIALIST – 14P**

Grid Level 14P – 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. Develops and conducts support groups based on Art Therapy training.
 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. Uses Art Therapy according to level of training.
 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 plus enrolment in an Art Therapy graduate Diploma program.

Training and Experience
Three (3) years recent related experience, including enrolment in an Art Therapy graduate Diploma program.

Or an equivalent combination of education, training and experience.

COMMUNITY SOCIAL SERVICES JOB EVALUATION PLAN RATING RATIONALE

BENCHMARK TITLE: Children Who Witness Abuse Counsellor – Art Specialist

| FACTOR | REASON FOR CLASSIFICATION | DEGREE | POINTS |
|--------------|---|--------|--------|
| 1 | Education and Knowledge – Requires a bachelor's degree in a related human/social service field and enrolment in an Art Therapy graduate Diploma program. | 6 | 113 |
| 2 | Training and Experience – Requires 3 year's recent related experience, including enrolment in an Art Therapy graduate Diploma program. | 5 | 125 |
| 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 is evaluated to art therapy and psychological standards, work has a direct impact on client service; errors may result in substantial loss of time in terms of delay in client progress. | 5 | 71 |
| 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 | | | 705 |
| Grid Level | | | 14P |