

Benchmark Title **STOPPING THE VIOLENCE COUNSELLOR – 14P**

Grid Level 14P – Paraprofessional Wage Grid

Job Summary Provides counselling to women who have been victims of various forms of abuse.

- Key Duties and Responsibilities**
1. Assesses the safety of the clients and their children and supports clients in reducing safety risks.
 2. Interviews clients, prepares case histories, assesses problems and outlines services provided by the organization.
 3. Provides individual and group counselling to clients from a feminist and trauma-based perspective using techniques such as therapeutic group counselling and self-skill workshops.
 4. Provides information on and referrals to other community service providers, resources and professionals as required.
 5. Facilitates the creation of group counselling / therapeutic groups in shelters and in the community.
 6. Participates in or initiates case conferences with other professionals as required.
 7. Maintains related records and statistics and produces reports as required.
 8. Maintains current knowledge of issues and resources related to abuse and violence. Conducts 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: Stopping the Violence 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 – Often involves very light physical exertion in writing reports; freedom of movement exists	2	14
4	Concentration – Often listens to clients to interpret needs and behaviour; often requires a very high degree of mental demands to define problems and provide individual and group counselling to clients	6	50
5	Independence – Guided by social work standards; applies accepted counselling techniques to provide individual and group counselling to women who have been victims of abuse	5	71
6	Judgement – Modifies counselling techniques in working with women who have experienced abuse to provide counselling from a feminist and trauma based perspective	6	86
7	Leadership/Supervision – Little or no responsibility	1	20
8	Accountability – Work is evaluated for compliance to social service standards; Work has direct impact on client service; errors may result in substantial loss of time in terms of delay in client progress	5	71
9	Communication – Provides counselling to clients who may or may not be cooperative	6	86
10	Care of Individuals – Provides psychological services to individuals and groups using therapeutic techniques	5	50
11	Environment/Working Conditions – Often exposed to moderately undesirable working conditions in the form of unpleasant dealings with clients who are uncooperative, upset, angry or demanding	5	42
Total Points			703
Grid Level			14P