



Job Posting

Position Title: Therapist/Counsellor – Counselling Services Team

Job Posting Deadline for Internal Candidates: September 12, 2025, at 5:00pm

Employment Status: Full-Time Permanent

Position Status: This is a Bargaining Unit position. All terms and conditions of the collective bargaining agreement apply.

Hours of Work/Schedule: Monday to Friday, 35 Hours per week (includes one evening shift per week)

Position Reports To: Manager, Integrated Care and Experience

Salary Range: Annualized salary range \$66,471 - \$75,517, commensurate on skills and experience, plus participation in HOOPP.

Primary Work Location: Oshawa & Pickering, ON (required to work at any of DCHC's locations as required)

Organization

Durham Community Health Centre (DCHC) is a registered, charitable organization that provides integrated, accessible, and equitable community-based primary care, wellness services, and health education to Durham community members who face multiple barriers to their health and well-being.

DCHC also provides equity-based programs and services that focus on priority populations such as Indigenous, Black, the 2SLGBTQI Community, Newcomers to Canada, Seniors, and Unattached patients (i.e., those without a family doctor), to name a few. DCHC ensures Durham community members receive not only sick care, but preventive care as well.

At DCHC, we are a team-based interprofessional group of staff including physicians, nurse practitioners, nurses, counselors, dietitians, outreach workers, medical secretaries, and other administrative staff. We always place every client at the centre of our approach to care, based on their needs. We address these needs through integrated clinical and wellness care and health education.

It's an exciting time to be joining DCHC, while we are embarking on an energizing path with a focus on making our biggest impact yet on local health care by diversifying, expanding, and leveraging our Strategic Plan, Theory of Change, Brand, Client Stories and Resources.

DCHC's 2023 – 2026 Strategic Goals

- Drive Program and Service Integration and Client Experience Across All that DCHC Does
- Evolve Program Offerings to Improve Health Equity and Meet the Needs of DCHC's Priority Populations
- Establish DCHC as a System Advocate and Champion for Equity
- Enhance DCHC's Brand and Awareness Across Durham Region
- Become an Employer of Choice with a Focus on Recruitment, Retention, and Development

Position Overview

Working as a member of the Counselling Services Team, the Therapist provides psychotherapy/mental health counselling services to individuals across the lifespan who are experiencing mental and emotional health disorders, relationship issues and life challenges, including members of the 2SLGBTQI with particular attention to areas of gender identity. The Therapist will be an effective, collaborative member

in DCHC's interprofessional care structure, working together with internal team members as well as in partnership with service providers and professionals within the community and region. The Therapist will demonstrate leadership skills to champion and support goals aligned with DCHC's Strategy, Vision, Mission and Values.

Key Responsibilities

- Provide client-centred, evidence-informed psychotherapy/counselling services that address the psychosocial needs of clients in a non-judgemental manner.
- Operate within scope of practice as defined by the respective regulatory colleges.
- Conduct biopsychosocial assessments and ensure that treatment/counselling plans are developed collaboratively with the client and other members of the IPC team.
- Support and promote the implementation, monitoring and evaluation of evidence-based psychotherapy/counselling protocols and standards of best-practice.
- Facilitate therapeutic group sessions, providing structured support and guidance to participants in a safe and empathetic environment.
- Actively collaborate and seek/provide consultation within an inter-professional model of care, which can include Social Workers, Psychotherapists, Physicians, Nurse Practitioners, Registered Nurses, Medical Secretaries, and external health service providers, in the client's circle-of-care
- Participate in clinical case conferences and perform case management functions as required.
- Collaborate with members of DCHC's Integrated Care & Experience (ICE) Team as required.
- Actively lead, participate and/or partner on internal and external projects or committees as assigned. This could include participation in various operational initiatives and activities designed to improve team effectiveness and overall workplace success.
- Participate in chart reviews, peer review processes, development and implementation of Quality Improvement Plans (QIP), Professional Development activities as required by the respective colleges, and accreditation activities with Canadian Centre for Accreditation (CCA).
- Complete timely and accurate medical records of client encounters, documentation and third-party correspondence using DCHC's Electronic Medical Record (EMR) system: PS Suite.
- Flexibility to work a flexible schedule with at least one evening per week and at any of DCHC's locations to delivery patient centered services, as required.

Qualifications

- Master of Social Work (M.S.W.) degree with a clinical speciality an asset (e.g., mental health/addictions); or Master of Arts (M.A.) in Clinical and Counselling Psychology or other equivalent Master's degree.
- Completion of a Master's degree - Social work or Counselling Psychology. Registration with College of Social Workers and Social Service Workers.
- Member in good standing with Ontario College of Social Workers and Social Service Workers (OCSWSSW) -or- the College of Registered Psychotherapists of Ontario (CRPO).
- Evidence of either degree-curriculum, or post-graduate education in the theory and use of evidence-informed therapeutic counselling interventions [e.g., Cognitive Behavioral Therapy (CBT) (an asset), Dialectical Behavioral Therapy (DBT), Interpersonal Psychotherapy (IPT) etc.].
- One year providing counseling/therapy and assessments.

- Evidence of experience and training in providing psychotherapy or mental health counselling to individuals within the 2SLGBTQI community including those experiencing issues related to gender identity.
- Demonstrated competence in completing biopsychosocial assessments, preparing treatment/counselling plans, delivering above interventions, documenting, and communicating with partners in client circle-of-care.
- Skilled in assessing community needs to support the development and implementation of therapeutic group sessions.
- Experienced in facilitating therapeutic group sessions, addressing a wide range of topics and client needs.
- Demonstrated ability to manage a caseload, determine priorities, meet deadlines, work independently and as an effective member within an inter-professional team.
- Demonstrated knowledge about the effect of social determinants of health, and how related policies, legislation, and programs may affect marginalized communities.
- Working knowledge of social support systems and applicable legal frameworks (e.g. Ontario health and benefits systems, housing systems, employment law).
- Experience working in a multi-disciplinary team and collaborating with team on the care of clients.
- Experience and knowledge of the health and social support system as it relates to the needs of the 2SLGBTQI community, ideally gained in a primary care or community care setting.
- Membership in CPATH and/or WPATH an asset.
- Demonstrated understanding of anti-racist, decolonizing, and anti-oppressive understandings of the 2SLGBTQI communities in Ontario, and how the intersection of health and social issues faced by these communities and in particular transgender communities in Durham Region are incorporated in practice.
- Access to a car and valid driver's license required.
- Familiar with Electronic Medical Records (EMR) systems (e.g., PS Suite) and computer skills in use of Microsoft Office.
- Ability to support and provide input into the program evaluation process to align and determine priorities.

Full vaccination against COVID-19 is mandatory for this position (DCHC will however adhere to its duty to accommodate those who are unable to be fully vaccinated for a reason related to a human right protected ground).

Application Process:

- If you are interested in being considered for this position, please submit a cover letter and resume outlining your qualifications and expectations by email to recruiting@durhamchc.ca. This position will remain posted until filled.
- While we thank all applicants for their interest in applying, only those qualified and considered for an interview will be contacted. All applicant submissions will be kept on file for six months, for future consideration.
- All applicants are encouraged to provide a valid email address for communication purposes. Applicants may receive written correspondence regarding this job posting directly to the email address provided on their resume. As an applicant, it is your responsibility to ensure that you check your email regularly.



- All positions are subject to the successful completion of the following pre-employment conditions for all external hires: Reference Checks; and Criminal Background checks (including Vulnerable Sector Screening).

Durham Community Health Centre is committed to complying with all applicable standards as set out in the Accessibility for Ontarians with Disabilities Act, 2005 (AODA), the provisions of the Ontario Human Rights Code, and any other applicable legislation. Accessibility: If you have accessibility needs and require alternate formats or other accommodations, please contact Human Resources at 905-723-0036, or by email to recruiting@durhamchc.ca. **Durham Community Health Centre, and staff are dedicated to creating an inclusive environment that welcomes diversity.**

Oshawa South Location

115 Grassmere Ave
Oshawa, ON L1H 3X7
T: 905-723-0036 | F: 905-723-3391

Oshawa North Location

1320 Airport Blvd
Oshawa, ON L1J 0C6
T: 905-743-9960 | F: 905-720-1292

Pickering Location

17-1450 Kingston Road
Pickering, ON L1V 1C1
T: 905-420-0333 | F: 905-420-3541

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