



TEEN CHALLENGE CANADA

JOB DESCRIPTION - ADDICTIONS COUNSELLOR

Terms of Employment:	Full Time	Department:	Program
Position Type:	Addictions Counsellor	Reports To:	Centre Director

THE OPPORTUNITY:

The primary responsibility of the Addictions Counsellor is to provide one-on-one therapeutic, rehabilitative counselling to clients enrolled in the Teen Challenge Canada (TCC) program, while ensuring compliance with psychotherapeutic counselling standards and TCC program standards. The Addictions Counsellor is responsible for developing and implementing individualized treatment plans, providing regular one-on-one and group counselling sessions, supporting relapse prevention and exit strategy planning, and thoughtfully integrating biblical principles into counselling practice.

THE CULTURE:

We continue to focus and help create an environment where employees, clients and visitors are treated with dignity and respect. Fairness, individual development and recognition, teamwork, support for family and community are all hallmarks of Teen Challenge's workplace. We are committed to doing meaningful work on a motivated team. With passionate staff across Canada, we aim to continually strengthen our community of care and responsibility, grounded in mutual respect, by daily upholding our Christian values and enhancing teamwork to serve our clients better.

JOB DUTIES AND RESPONSIBILITIES:

- Provide one-on-one therapeutic, rehabilitative counselling sessions for assigned caseload clients within the TCC program, supporting in-person and hybrid delivery models, and ensuring compliance with psychotherapeutic counselling standards and TCC program standards
- Develop, document, and implement individualized treatment plans for caseload clients
- Facilitate regularly scheduled one-on-one counselling sessions, weekly group sessions, relapse prevention planning, and exit strategy planning
- Gather feedback on client progress from program staff, the Restoration Board, and other TCC program components through participation in program meetings
- Maintain confidential client files according to TCC policies
- Complete and maintain accurate records and reports regarding the patients' histories and progress, services provided, and other required information
- Attend professional development courses as directed by the Centre Director, including any prescribed continuing education to maintain certification
- Maintain membership in good standing and ensure ongoing compliance with applicable counselling codes of ethics and professional association requirements
- Support clients in their spiritual development by respectfully integrating biblical principles and, when appropriate, encouraging faith-based reflection consistent with the mission of Teen Challenge Canada

Other duties as assigned by the Centre Director

QUALIFICATIONS, SKILLS AND ABILITIES:

- Designation in addiction counselling (such as CACCF) is required
- Practicing Christian who aligns with and supports Teen Challenge Canada's mission, values, and Statement of Faith
- Ability to thoughtfully and appropriately incorporate biblical knowledge and principles into clinical counselling practice
- 2+ years of counselling experience, with preference given to those who have worked with people recovering from addiction
- Strong moral and ethical foundation with a demonstrated commitment to confidentiality
- Strong interpersonal and relationship-building skills
- High level of sound judgment, reasoning, resourcefulness, flexibility, adaptability, and discretion
- Self-motivated, results-driven, and able to work well with complex and sensitive personal situations
- Strong time management skills and ability to prioritize and organize workloads
- Strong administrative skills and positive team attitude
- Patient, kind, and compassionate
- Valid Driver's License and clean driver's abstract

WORKING CONDITIONS:

- Work is primarily conducted in a clinical and program setting
- Ability to manage emotionally demanding situations with professionalism and care

OUR VALUES:

We Are Christian - We believe that God is the catalyst for change for people with life-controlling drug and alcohol problems.

We Are Committed To Those Who Are Addicted - We believe that a balance of love, accountability and training are required to prepare the individual for successful re-entry into society.

We Value People - Our clients, donors, staff, volunteers, churches, board members and advisory councils are appreciated and worthy of respect and honour.

We Are Stewards - We are committed to managing wisely all resources entrusted to us recognizing that we are ultimately accountable to God.

There Is Hope! - Life-controlling addictions can be permanently overcome!

Approved By:	Director of Program and Director of Centre Operations
Date Approved:	March 2024
Date Reviewed:	May 2026