Inspire - Community Support Services is a non-profit, multi-service community-based agency. The agency is currently looking to fill a full-time Psychotherapist position. Responsible to provide clients with therapeutic counselling/psychotherapy

Position Title: **PSYCHOTHERAPIST**

Reporting Relationship: Executive Director

Key Accountabilities

- Completes intakes and assessments for clinical and group programs assessing appropriateness and readiness
- Conducts individual, couple or family counselling
- Assesses risk, creates service and individualized support plans, coordinates with service providers
- Conducts treatment plans in collaboration with client, reassess plans and adjust plans as needed
- Refers clients to other agency resources
- Participates in clinical meetings, program planning, evaluation meetings, and meets individually with director
- Create and maintain progress notes, reports and other required materials (participation rates, trends/themes, referral pathways

Knowledge

- Knowledge and practice of psychotherapy - individual, couples and families
- Knowledge of domestic violence abuse support and intervention programs
- Knowledge of development disabilities and complex special needs
- Knowledge of relevant governing legislation, policies and procedures
- Knowledge of the organization's services and community partners
- Knowledge of office productivity software and databases, and technology devices

Education

- Completion of master's degree in social work, psychotherapy or equivalent
- Membership in the Ontario College of Social Workers and Social Service Workers and/or registration with the College of Registered Psychotherapists of Ontario or other regulatory body

Experience

- Greater than three years of previous work experience in clinical services for clients

Communication and Interpersonal Skills

- Interacts with clients, families, and support network, addresses expectations, instils trust, negotiates, persuades, influences and resolves conflict
- Develops and maintains therapeutic relationships
- Interacts across a range of stakeholders with a focus on provision of support and referral expertise
- Consults with relevant stakeholders, understands content and context, provides advice and guidance
- Responds to conflict and complaints, uses calming and de-escalation techniques, and mediates conflict Participates in program meetings and committee work
- Requires non-verbal communication skills, including heightened empathy and sensitivity to clients
- Requires active listening skills

Complexity and Problem Solving

- Works with autonomy in self-directed role
- Considers client and support network psychotherapy, case management problems, issues, and challenges and references multiple information sources to create referral and support plans
- Selects appropriate therapeutic modalities in the context of client characteristics
- Responds to complex situations in real time
- Considers potential consequences and collaborates with director before selection of preferred course of action
- Thinks critically while under pressure

Impact

- Contributes to reputation and public image of the agency with direct interaction with clients, families, support networks, and community partners
- Direct impact on the daily living experiences of clients and their families
- Assesses and evaluates safety and well-being of clients
- Contributes to health, safety, and well-being of others

Responsibility for the Work of Others

- Familiarizes new employees with tasks, duties, practices, and processes
- Provides clinical supervision for students during placement

Physical Effort

- Uses computers and other office equipment
- Sits for extended periods of time, with limited movement

Sensory Effort

- Heighten auditory demands during counselling and support interactions
- Concentration and visual effort during text/data input, cross checks of information, and confirming accuracy
- Concentration and visual effort in reading body language

Working Conditions

- Works in office environment, client homes and other locations
- Situational awareness for health and safety of self and others
- Exposure to safety concerns, physical and verbal outbursts and abuse
- Exposure to stressful experiences/interaction with clients who are upset, angry, and/or emotionally charged
- Exposure to vicarious trauma
- Salary $37.60/hr

All interested parties are invited to submit their resume and cover letter to the attention of Stephanie Nalepa, Director of Human Resources and Administration, via email at snalepa@inspire-sdg.ca **no later than 4pm on Sunday, November 1, 2026.**

Inspire Community Support Services is committed to Employment Equity. We welcome diversity in the workplace and encourage applications from all qualified individuals including members of visible minorities, aboriginal persons, and persons with disabilities. We comply with the AODA (Accessibility for Ontarians with Disabilities Act) and will provide accommodations throughout the recruitment and selection and/or assessment process to applicants with disabilities. Applicants need to make their accommodation needs known when contacted.

We thank all applicants for their interest, however, only those under consideration will be contacted.