



Job Posting

Position: Addiction Therapist

Position Type: Full-time, indefinite FTE 1.0

Application Deadline: October 16, 2026

Union position

We are currently hiring a master's level clinician to join our team as an **Addiction Therapist**, providing individual therapy to clients struggling with acute addiction and moderate to moderate-severe concurrent mental health disorders. This position also involves supporting family members who are integral to the client's recovery process.

Under the A-CRA (Adolescent Community Reinforcement Approach), the Addiction Therapist is responsible for promoting the overall philosophy (achieving healthy lifestyle changes by rewarding non-using behaviour) and implementing the basic goals of the program for both the adolescents and the caregivers. The Addiction Therapist will be proficient in comprehensive assessments, treatment plan development, and administration, as well as be knowledgeable in addiction counselling/intervention competencies, recovery strategies, and family dynamics.

Core Responsibilities

- Establish and maintain a strong, trusting therapeutic relationship with clients to help them recognize and acknowledge the range of issues they are facing. Facilitate the development of motivation for change, adjusting interventions as needed to meet the evolving challenges at various stages of the recovery process.
- Serve as the clinical lead in the creation, development, and execution of individualized treatment plans, ensuring a holistic and client-centered approach.
- Collaborate effectively with a diverse team of allied professionals to address the full spectrum of issues presented by clients, ensuring a comprehensive treatment approach.
- Take a leadership role in promoting a seamless integration of services across both mental health and substance use treatment systems, ensuring continuity of care and coordinated support for clients

Qualifications

- Master's degree in counselling or its equivalent specializing in behavioural sciences with priority given to the disciplines of psychology, clinical social work or clinical counselling.
- Membership and good standing with the College of Psychotherapists of Ontario (or equivalent governing body)
- Qualifying or registered with CRPO (or equivalent college)
- A minimum of 3 years of direct clinical experience working with youth, caregivers and families
- Certification/experience with GAIN (administrator or site interviewer) and A-CRA / ACC, considered an asset
- Experience in outreach is a definite asset.

Competencies

Advanced competencies in the following areas:

- Counselling
- Crisis intervention
- Family and social supports
- Treatment planning
- Screening and assessment
- Ethical conduct and professionalism
- Diversity and Cultural Responsiveness
- Teamwork
- Analytical thinking and decision making

Working Conditions

- Work is performed onsite within a live-in addiction treatment environment. This position is not eligible for Remote Work arrangements.
- Given the experiences of our clientele, staff may be exposed to sensitive situations and language and occasionally to angry client responses that meet the threshold of verbal abuse.
- Occasionally are required to extend normal hours of work, and/or work flexible hours (evenings and/or weekends) to accommodate caregivers and other work demands.

Salary Range: \$33.85- \$36.65

All interested staff are invited to apply - please email your cover letter and current resume in confidence to: hr@davesmithcentre.org by **5pm, October 16, 2026**