

ASD/2SLGBTQIA+ Child and Youth Therapist



Position: Therapist– ASD/2SLGBTQIA+ (0.6 FTE) and Child and Youth (0.4 FTE)

Program: Children's Counselling Program

Reports to: Director of Counselling Services

Positions Available: 1 full-time (35 hours per week)

About Porchlight Counselling and Addictions Services

For 85 years, Porchlight Counselling and Addictions Services has been supporting our community with counselling, building healthy relationships, community engagement, and most recently, with addictions services. We want everyone to have access to affordable, caring, person-centred, trauma-informed, culturally-appropriate mental health supports that meet their unique needs. Our vision is for a community where there is equality, respect, empathy, and inclusion, and this is why we get up in the morning and do the work that we do. But we're not there yet.

That's where you come in.

Working at Porchlight means getting up each day and interacting with a diverse and supportive staff team committed to living our values through everyday interactions with our community. We provide a broad array of programs and supports including counselling, community outreach, addictions case management, and housing/homelessness supports. We are an accredited organization with Canadian Council of Accreditation and a member agency of both Family Service Ontario and Addictions and Mental Health Ontario.

Our team enjoys working collaboratively and we strive to value each other, because we know people are our most important resource. Our staff and volunteers work to support each other and value a healthy work-life balance. We see our clients as people first and aspire to walk alongside them towards growth and healing. We invest in our staff and work to support their growth as both individuals and team members. If this sounds like an environment where you would thrive, we want to hear from you!

About the Role

Porchlight Counselling & Addictions Services is hiring a dedicated and compassionate therapist to join an exciting new partnership with Camino Wellbeing + Mental Health. Together, we are expanding access to specialized mental health supports for autistic children and youth who also identify as 2SLGBTQIA+.



This 0.6 FTE position will be based in Cambridge and will focus on delivering inclusive, affirming, and neurodiversity-informed individual and group therapy. You will be part of a multidisciplinary and trauma-informed team committed to reducing barriers to care and strengthening mental health services for underserved youth in our region.

Additionally, this role is paired with a 0.4 FTE role as a Child and Family Therapist with our child therapy team.

Areas of Professional Responsibility:

- To provide personal therapeutic counselling to children, youth, and families, to assist them to improve their life situation
- Provide individual and group therapy for children and youth who are both autistic and identify as 2SLGBTQIA+, using evidence-informed, culturally affirming, and neurodiversity-respecting approaches
- Collaborate with the Camino/OK2BME team members to ensure coordinated service delivery and cross-agency referrals as needed
- Participate in the monthly Community of Practice dedicated to ASD/2SLGBTQIA+ affirming care
- Provide consultation and informal support to other Porchlight staff seeking to strengthen their practice in ASD/2SLGBTQIA+ areas
- Support the planning and facilitation of group programs and workshops, including co-developing session content that is engaging and inclusive
- Participate in data collection and evaluation activities as required by the project funders
- To work with clients to identify problematic areas and client strengths, establish manageable goals, and support clients in actualising these goals, ensure the client is aware of the limitations of counselling and individual therapists training/expertise, and develop a plan to complete counselling goals
- To provide information and education to children and families, individuals, couples, groups, organizations and the larger community about the agency and its services
- To maintain related activities to the counselling process such as maintaining appointment schedule, case notes, case conferences, client files and documentation, letter and report writing and assisting with monthly statistics
- To prepare and participate in supervision meetings to deal with difficult case situations and to develop knowledge and skills
- To improve personal expertise in counselling by coordinating or attending workshops, courses, and networking sessions and by reading current material
- To participate in collaborative team meetings, including staff meetings, monthly group supervision, and provide support and mentorship for others on the Porchlight Team as determined by the clinical team



- To cooperate with other local agencies and sit on committees to learn about community resources and assist with referrals to these resources
- To exhibit a thorough knowledge of agency policies and procedures as well as applicable program funders and their requirements
- Other responsibilities as mutually agreed upon with the Clinical Director and/or Executive Director

Qualifications:

- M.S.W. or other equivalent Master's level education and member in good standing with the Ontario College of Social Workers and Social Service Workers (OCSWSSW), or the College of Registered Psychotherapist of Ontario (CRPO)
- Committed to Porchlight's mission, vision, and values and to building an inclusive workspace, including striving to be anti-racist, accessible, 2SLGBTQIA+ positive, aware of class dynamics, and power/privilege
- Knowledge, training, experience, or lived experience with supporting people with ASD and from the 2SLGBTQIA+ community
- Exceptional communication skills
- Ability to apply work on a team as well as independently
- Excellent initiative and self-motivation skills
- Training and/or experience in play or art therapy, children or youth counselling, and other professional development is a strong asset.

Employment Conditions

The successful candidate will be offered a 2-year contract position with the agency, with the possibility of continuation, pending funding availability. Compensation is based on the agency salary grid (\$59,375-\$69,718, depending on experience) + enrollment in extended health benefits, EAP, and 3% RRSP matching. This position starts at 3 weeks of vacation, plus the week between the Christmas holidays and New Years, along with generous sick and personal time allocations, and a flexible and supportive working environment. This is primarily an in-person role.

Application Instruction

As a community-based organization, we strongly encourage applications from candidates who reflect the diversity of our community including those who identify as Black, Indigenous, racialized, living with a disability, and/or 2SLGBTQIA+.

Interested applicants should submit their cover letter, resume, and references to camerond@porchlightcnd.org stating the job title in the subject line. This posting will close at midnight on July 28th, 2025.



We thank all candidates for their interest, however, only those selected for an interview will be contacted. No phone calls or email inquiries please.

In recognition of the equity considerations with interviews, we want to be respectful of your time. As such, candidates selected for an interview will receive a \$50 honorarium in recognition of their time and preparation in their application.