



Bilal Community and Family Centre Inc

33 Warnock Street, Winnipeg, MB R3E 3L6
Ph: 204-772-7358 | Fax: 204-272-3397
Website: www.bilalcommunitycentre.ca
Email: info@bilalcommunitycentre.ca

Title: BCFC Mental Health Counsellor (FULL TIME POSITION)

Mental Health Worker – NCMI Program 2025

Salary: \$28 - \$32 Per Hour (Based on Qualifications and Experience)

Bilal Community and Family Centre (BCFC) is a non-profit organization that is dedicated to empowering Winnipeg's immigrant and refugee communities to achieve social and economic success. We serve over 2,000 newcomer youth and their families through seminars, weekend classes, justice navigation, therapeutic services, and a wide range of culturally responsive community-based programs. Our vision is to transform communities by inspiring youth and families to become thriving citizens and leaders of tomorrow. We are currently seeking a dedicated and skilled **Mental Health Worker** to support the **Newcomer Community Mobilization Initiative (NCMI)**, a collaborative program that supports newcomers with complex needs by providing trauma-informed mental health services, case management, and wraparound support. The **Community Mental Health Worker (CMHW)** will provide direct and culturally sensitive services to participants in both community and institutional settings, helping them address mental health challenges while navigating complex systems. Through the application of therapeutic skills that promote and build on individual's strengths, the CMHW assists the individual/family to maximize independence, self-responsibility and promotes personal wellness, community integration and social justice.

As a key member of the interdisciplinary NCMI team, the CMHW will support individuals through mental health assessments, crisis intervention, therapeutic engagement, care coordination, and collaborative recovery-focused planning. The ideal candidate will have professional experience in mental health service delivery, a strong understanding of trauma and co-occurring disorders, and a demonstrated commitment to culturally safe, equity-centered care, especially within newcomer immigrant communities.



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Qualifications:

- ❖ Baccalaureate Degree in Psychiatric Nursing and Social Work with counselling experience
- ❖ Current registration in good standing
- ❖ Two (2) years full-time equivalent professional experience in an approved Mental Health Care setting in the past five (5) years; other combinations of related experience may be considered
- ❖ Certification in Non-Violent Crisis Intervention and Applied Suicide Intervention Skills Training (ASIST) required
- ❖ Demonstrated knowledge of current mental health trends, leading practices and the Mental Health Act and other related legislation
- ❖ Demonstrated Knowledge & Commitment to recovery-oriented practice and Co-occurring Disorder (COD) principles
- ❖ Demonstrated knowledge of and aptitude for working with the specified client population and setting including evidence-informed interventions
- ❖ Experience & Expertise in emergency/crisis intervention and risk assessment
- ❖ Evidence of on-going professional development to maintain skills and knowledge
- ❖ Bilingual English & French Preferred

Required Skills:

- ❖ Experience utilizing evidence-based Counselling Framework (E.g Documented Behavior Therapy)
- ❖ Strong verbal and written communication skills
- ❖ Proficient with Microsoft Office Suite and documentation systems
- ❖ Additional languages and experience in diverse communities considered an asset
- ❖ Proficiency with Microsoft programs (Outlook, Word, Excel, and PowerPoint), as well as Internet applications and other Information Technology
- ❖ Ability to display independent judgment.
- ❖ Ability to respect and promote confidentiality
- ❖ Ability to respect and promote a culturally diverse population, particularly working with newcomer and immigrant populations.
- ❖ Ability to prioritize in a changing environment
- ❖ Ability to maintain positive working relationships with clients, co-workers, interdisciplinary teams, community agencies and stakeholders
- ❖ Demonstrated leadership, written, and oral communication skills



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Responsibilities:

- ❖ **Provides Counselling Services to individuals and families with complex and mental health needs.**
- ❖ **Assess Clients Mental Health Needs to determine appropriate treatment.**
- ❖ Demonstrates knowledge of mental health services, including self-help, family engagement, trauma-informed care, and culturally responsive practices.
- ❖ Builds trusting, therapeutic relationships with participants and families within the criminal justice context, with attention to cultural and newcomer-specific challenges.
- ❖ Conducts comprehensive psychosocial, systemic, and legal assessments, including collateral information, Co-Occurring Disorder (COD) screenings, and suicide risk evaluations.
- ❖ Assesses strengths, needs, barriers, and readiness related to mental health, justice involvement, and reintegration, developing case formulations and individualized intervention plans.
- ❖ Provides evidence-based mental health counselling, psychoeducation, crisis intervention, and post-release support, while incorporating cultural healing practices and family support when appropriate.
- ❖ Coordinates intake, discharge, and transition planning between institutional and community settings, ensuring continuity of care and wraparound supports.
- ❖ Supports participants in navigating mental health, housing, employment, legal, and immigration systems, especially where mental health and settlement struggles intersect.
- ❖ Collaborates with correctional staff, probation officers, healthcare providers, and community partners; contributes to case conferences addressing overlapping legal, health, and child welfare issues.
- ❖ Delivers workshops and one-on-one supports focused on emotional regulation, self-advocacy, wellness, and reducing recidivism.
- ❖ Maintains accurate, confidential documentation and complies with legal standards (PHIA, FIPPA, etc.) and relevant legislation (Mental Health Act, Youth Criminal Justice Act, etc.).
- ❖ Participates in program evaluations and continuous improvement efforts, with attention to accessibility, equity, and the realities of systemic racism and immigration stressors.
- ❖ Performs other duties aligned with NCMI program goals of prevention, diversion, and successful reintegration.
- ❖ Given the cultural diversity of our client demography, the ability to respect and promote a culturally diverse population is required. Performs intake, transition planning, and post-release support for participants entering or exiting institutional settings.
- ❖ Understanding newcomers' mental health and settlement struggles are interconnected and support participants by helping them access culturally appropriate mental health, housing, unemployment, legal, and immigration resources.



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Application Requirements:

- Criminal Record Check
- Child Abuse Registry Check
- Valid Driver's License and clear Driver's Abstract
- Proof of professional registration
- Any additional documentation requested during the interview

If you are passionate about making a difference and supporting the well-being of vulnerable individuals and families, we invite you send your resume and cover letter to:

HR@Bilalcommunitycentre.ca