



Social Worker / Psychotherapist

Reports to: Manager, Advanced Practice, Social Work
Status: Permanent, full-time (1 vacancy)
Hiring range: \$79,482.00 - \$107,113.50
Location: 790 Bay Street, Toronto, ON

About Us

HQ is a leading centre of excellence in gay men's health, providing tailored mental health services, sexual health services, and community/social programming. HQ provides an accessible, safe, welcoming space for all cis men and trans people who are into guys regardless of age, race, ethnicity, gender identify, sexual orientation, HIV status, socioeconomic status, immigration status or ability. HQ provides comprehensive, holistic services that empower clients and promote their physical, sexual, mental, emotional, community and spiritual/social well-being.

At HQ, we collaborate with stakeholders and communities to promote health equity through engagement and equal access to our programs. Our mental health services include rapid assessments, evidence-based group interventions (CBT, DBT, CPT, CRA, MI), crisis counseling, case management, HIV peer navigation, and peer crisis support. To learn more about us, please visit [HQ Toronto](https://www.hqtoronto.ca).

About the Role

As a Social Worker/Psychotherapist at HQ, you'll provide mental health support in Spanish and English to diverse cis guys, trans, non-binary, and 2-spirit communities. Working with an interdisciplinary team, you'll offer crisis counseling, case management, and group counseling. Your role includes assessments, counseling, and referrals to address issues like substance use, coming out, HIV disclosure, relationship challenges, anxiety, depression, isolation, life adjustments, and body image. You'll also lead group interventions and assist psychiatrists in the rapid mental health assessment clinic.

Responsibilities

Counselling:

- Provide assessment, counselling, referral, and case management services to Two-Spirit, Gay, Bisexual, Transgender, Queer, and Non-Binary (2SGBTQ) communities
- Facilitate, and evaluate group-based interventions on a variety of mental health and substance use issues in collaboration with HQ partners
- Provide affirming, supportive experiences to help foster a sense of community
- Address sexual health issues using a risk reduction and sex positive approach
- Advocate on behalf of service users with health care providers

Crisis Response:

- Provide rapid response for clients who indicate urgent issues within all HQ care pathways, on-site or remotely
- Assess risk and determine initial triage (internal HQ support or external support)
- Develop safety plans and provide appropriate referrals and supports
- Complete documentation related to crisis support and case management

Community Development and Representation:

- Represent the agency on sector-wide working groups related to partnerships, program evaluation and the development of new services
- Represent the agency at a variety of ASO network meetings

Administration and General Duties:

- Maintain program records, including maintenance of information in databases of appropriate service user demographics and service provisions
- Supervise Master of Social Work and other placement students
- Contribute to statistical and program reports and proposals
- Participate on HQ and external committees to plan, coordinate and deliver new and existing services, communicate information, resolve problems, and achieve the goals of the organization.
- Participate in clinical supervision
- Respond to telephone, email and online inquiries related to counselling services and provides information, support, and referrals
- Other duties as assigned

About you

Qualifications:

- Master of Social Work (MSW), or Educational / Counselling Psychology degree from accredited university
- Registered member in good standing with the Ontario College of Social Workers and Social Service Workers (OCSWSSW) or College of Registered Psychotherapists of Ontario (CRPO)
- Ability to provide psychotherapeutic services in both Spanish and English
- Three (3) years related experience in counselling, crisis intervention, or group facilitation
- Working knowledge of a variety of counselling approaches, including: Motivational Interviewing (MI), and Cognitive Behavioral Therapy (CBT) using anti-oppressive, trauma-informed and harm reduction frameworks

Required Skills, Knowledge, and Abilities:

- Experience in Dialectical Behavioural Therapy (DBT), Cognitive Processing Therapy (CPT), and/or Community Reinforcement Approach (CRA) is an asset
- Demonstrated experience and knowledge of health issues that impact 2SGBTQMSM+ Trans and non-binary communities and an understanding of the ways that other intersecting identities shape lived experiences (e.g., race, age, gender identity, gender expression, ability/disability, socio-economic status, immigration status, etc.)
- Demonstrated understanding of substance use issues and how they intersect with sexual health
- Ability to use discretion, judgment, and tact in handling sensitive or confidential information or situations
- Experience fostering working relationships with key partners who have diverse interests in community development working with 2SGBTQMSM+ Trans and non-binary communities
- Flexibility in hours, including availability for evening and weekend work
- Excellent organizational, computer (Microsoft Office), problem solving, interpersonal, verbal and written communication skills
- Fluency in additional languages is an asset

Hours of Operations

- Flexibility in hours, including regular availability for evening and potentially weekend work (current clinic hours are Monday – Thursday 12pm– 8pm, Friday 10pm – 6pm)

How to Apply

To apply, please send your cover letter and resume as a single PDF or Word document, with the position title as the subject line, to careers@hqtoronto.ca.

APPLICATION DEADLINE: Monday, March 31st, 2025. We may be conducting interviews with prospective candidates before the deadline, so please apply early.

We appreciate the interest of all applicants, but only those selected for an interview will be contacted. No phone calls or agency referrals, please.

HQ is an equal opportunity employer committed to fostering a diverse and inclusive workplace. We encourage applications from individuals with culturally diverse backgrounds and members of the 2SLGBTQ+ community.

We are dedicated to accessibility and inclusion, and if you require accommodations during the recruitment process, we will work with you to meet your needs.