



JOB POSTING

Posting Type: Internal/External

Date Posted: Oct 15/25

Application Deadline: Oct 29/25

Competition Number: 25-3

Job Status: Actively Recruiting

Location: Huntsville, Ontario (on-site)

Employment Type: Full-Time

Hours of Work: 40 Hrs Per Week, Shift Work

Experience: Experienced 1-2 years

Department: Clinical

Salary Scale: \$30.38-40.00

Counsellor

PURPOSE OF POSITION

The main focus for this position is to provide specialized counselling, education and support services to individuals, and family members as required. The Counsellor helps clients understand and address substance abuse and related problems, including family dynamics, and lifestyle changes. The Counsellor is expected to work collaboratively with a multi-disciplinary team of professionals within the organization, and to establish partnerships with related community organizations.

Addictions Counsellors perform *12 Core Functions* in order to be effective and successful: Screening, Intake, Orientation, Assessment, Treatment Planning, Counselling, Case Management, Crisis Intervention, Education, Referral, Consultation and Record Keeping.

MAJOR RESPONSIBILITIES

- To deliver entry services which include inquiry, intake and screening.
- To provide assessment and treatment planning
- To provide treatment services
- To provide case management services
- Performs administration, professional development, and program development activities.
- Further details available in the Job Description.
- Other duties as assigned.

EDUCATION AND QUALIFICATIONS

- Post-Secondary Degree or Diploma in Humanities (BSW, MSW, BHSc in Addictions, Social Worker Diploma, Diploma in Addictions Treatment and Prevention).
- CACCF credentials or about to write the exam for your CACCF credentials.

BENEFITS OF BEING A DE NOVO EMPLOYEE

- Paid Vacation
- Paid Sick Days
- Paid Personal Days
- Paid Premiums for shifts worked between 18:00 hrs. and 8:00 hrs.
- Paid Lunch Break
- Comprehensive Health Benefits Plan
- Group RRSP
- On-going Professional Development
- Paid Professional Registration and Credentialing
- Comprehensive On-Boarding Experience
- \$3 per Day Home-Cooked Meal Plan
- Free On-Site Parking
- De Novo is accredited with the Canadian Centre for Accreditation
- De Novo is a member of Addiction Mental Health Ontario
- De Novo is a member of the Ontario Hospital Association
- Clinical, Kitchen, Housekeeping and Maintenance positions are unionized members of LiUNA Local 3000

De Novo Treatment Center's Mission is to provide the highest quality of substance abuse treatment for the Employers, Employees, and Members within the unionized construction industry and their families.

De Novo Treatment Center's Vision is to be the recognized leader for drug and alcohol treatment in the construction industry of Ontario, and to provide the highest standard of care.

De Novo Treatment Centre is an equal opportunity employer. We value the importance of Compassion, Diversity, Dignity, Worth, Integrity, Excellence, Continuous Learning, and Teamwork within the workplace.

De Novo values lived experience, work experience, practical knowledge, formal training, and formal education in supporting people recovering from alcohol and drug addiction. Qualified people in sustained recovery and/or family members are encouraged to apply. Equivalency for candidates with significant relevant experience is considered. We retain all applications submitted for one year after the closing date of this posting for consideration in any future postings.

As part of our commitment to Accessibility, if you require information and materials in a specific format, please contact Human Resources at 705-787-0247 or email jobs@denovo.ca. If you are contacted regarding a job opportunity, please tell us if you require accommodation before the interview.

You are invited to submit your application which **MUST** include a cover letter and resume **quoting competition 25-3**
by Oct 29/25 at 4:00pm to:

The Hiring Committee
De Novo Treatment Centre
87 Forbes Hill Drive
Huntsville, Ontario
P1H 1R1
Telephone: (705) 787-0447 Email: jobs@denovo.ca

Thank you for considering De Novo Treatment Centre as a potential employer.
Successful applications must include an individualized cover letter and current resume.
Only those applicants selected for an interview will be contacted.
AI Technology is not used during the recruitment process.

A handwritten signature in black ink, appearing to be 'H. S. G.', written in a cursive style.