



Postgraduate Internship

Person Specification

You are

- A counselling therapist with outstanding interpersonal skills
 - Empathic and respectfully aware of others
 - Open to your experiencing
 - Willing to pay appropriate heed to clinical intuition
 - Willing to be vulnerable
 - Comfortable with relational intimacy
 - Committed to genuineness ('authenticity' or 'congruence') in all human interactions both personal and professional
 - Open to exploring/learning how you are perceived by and how you affect others
- Committed to regular professional support (supervision)
- Prepared to engage in personal therapy as necessary
- Committed to working with the profound experience and challenges of pursuing an approach to counselling that views the counsellor-client relationship as a real, evolving, and deeply intimate human relationship
- Ready to accept your share of the everyday housekeeping duties generated by a communal office
- A Registered Clinical Counsellor (RCC) with the BC Association of Clinical Counsellors or a full member of an equivalent professional association
- Available for full time work and do not hold a private practice or other employment

You

- Communicate openly and when necessary assertively
- Embody the concept that self-knowledge and self-acceptance are a life-time journey which grounds all other relationships
- Seek to be 'fully present' and maximally self aware

- Seek an appropriate humility allied to a robust and compassionate sense of self worth
- Live on the growth edge and welcome your personal and professional evolution

You bring

- The capacity to meet every client with Unconditional Positive Regard. (Non-judgmental compassion, prizing, and an absolute conviction that the client is best placed to determine the direction of their personal therapy and of their life as a whole.)
- The recognition that when it comes to any individual, no matter how wounded, the only expert on them is themselves.
- Intentionality—a proven capacity for reflexive thought and enquiry:
 - Why am I taking this action?
 - What is going on for me right now?
 - How am I meeting and not meeting the client's need of their therapist in this moment?
 - How does this benefit the client or the therapeutic relationship?
- The ability to use your own experiencing, and particularly your own, felt, bodily experiencing, as a part of your therapeutic interaction with your client.
- A theoretical and clinical understanding of trauma and a commitment to a relational way of working with that trauma.
- A willingness to learn ethical decision making processes and to engage in stringent ethical practices and reflection.
- A gently curious and, when appropriate, skeptical approach to clinical practice:
 - What am I doing?
 - Why am I doing it?
 - What am I feeling?
 - Is that feeling mine or the client's?
 - How is this helping the client?



Internship Proposal

The Program

The Lavender Counselling Postgraduate Internship program offers appropriately trained and certified clinical counsellors an opportunity to contract alongside colleagues in a humanistic counselling practice that is alive to the latest research and insights. Postgraduate Interns provide counselling services across a broad range of 'presenting issues' and to a highly diverse population that will include, but not be limited to, reduced-rate clients, EAP clients and complimentary clients. Over the course of the internship, increased independence is desirable. This will include scheduling client sessions, soliciting personal support and consultation, tracking and recording payments, keeping appropriate records, and working through ethical considerations. Lavender Counselling provides Postgraduate Interns with monthly support to help them evolve a sense and knowledge of ethical practice that is grounded in their understanding of how counselling works. The internship opportunity will run for 6 months. The selected candidate will begin seeing clients under the Lavender Counselling banner and will work up to and maintain full time hours until the end of the internship.

Details

Together, the candidate and the Lavender Director will select a firm start date and a firm end date for the internship.

The counsellor will

- see 18-20 clients weekly at the Lavender Counselling office
- see some regular clients as well as EAP clients, and reduced-rate clients for the 6 month period
- use the support of his/her own supervisor
- meet with the Director of Lavender Counselling monthly
- maintain appropriate notes with client confidentiality in mind
- book their own client sessions (initial appointments may be scheduled by others at Lavender Counselling)
- send clients invoices & receipts, record payments and ensure client payments are up to date prior to the billing period (1-15, and 16-30)
- honour Lavender Counselling's complimentary in-office consultation philosophy
- invoice Lavender Counselling on a twice-monthly basis (15th and 30th) for their client sessions

- provide their own errors and omissions and commercial general liability insurances

Once the counsellor and the director set the counsellor's hours, the counsellor will be available to work during those hours for the duration of the post-graduate internship. Clients may be scheduled up to 6 hours in advance of the session time during previously set and agreed upon hours.

Benefits

Lavender Counselling will provide office space, complimentary consultations, and client referrals. The counsellor will receive \$45/client session (not including no show sessions, or complimentary consultation sessions). While there is a finite end date for the postgraduate internship program, contract counsellors may find there is an opportunity to discuss permanent future contract employment at the end of the internship process.

Application Process

Please email Carolyn Turner (reception@lavendercounselling.com) with your CV and your availability to meet for an interview. There will be an extensive interview process which will include a primary interview with Carolyn. If selected, you will receive two follow-up joint interviews, one with Carolyn and an outside consultant to Lavender Counselling and one with Carolyn and one of the other therapists at Lavender Counselling. While we absolutely thank all those who apply, only selected applicants will be contacted at each stage of the process.

Deadline

While Lavender Counselling is always open to accepting resumes and expressions of interest from counsellors, our current deadline to apply is February 28, 2017.