



Postgraduate Externship

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 in a program accredited by the BCACC), A Canadian Certified Counsellor (CCC) with the Canadian Counselling and Psychotherapy Association, A Registered Psychologist (R.Psych.) with the BC College of Psychologists (or in a program accredited by the BC College of Psychologists), A Registered Social Worker (MSW) with the BC College of Social Workers
- Available for up to 20 client hours per week

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?



The Program

Externship Proposal

The Lavender Counselling Postgraduate Externship program offers trained and appropriately certified Clinical Counsellors an opportunity to continue to grow and develop in a humanistic counselling environment that is alive to the latest research and insights. It supports those who have or will have established their own private practice, independent of Lavender Counselling, but who wish for additional consultation and support as they do it. Over the course of the Externship, clinicians will receive support as they solidify their own understanding of how change occurs and how this manifests in the therapy room. The program will attend to common struggles of new counsellors such as, how do I collect payment for counselling work and navigate my own sense of worthiness, how do I acknowledge the “role” of counsellor and all the ways that this influences my work with clients, how do I navigate ethical and safety issues in a client centred and relational way, etc. Lavender Counselling provides Postgraduate Externs with significant attention to helping Externs evolve their sense and knowledge of ethical practice that is grounded in their understanding of how counselling works. All primarily relational approaches to counselling are welcome (Emotion Focused Therapy, Person Centred Therapy, IFS, SE, Sensorimotor, etc). Lavender Counselling does not offer this program for Counsellors using Cognitive or Behavioural modalities (e.g., SFB, CBT, DBT, etc). Support will include 3 hours of group supervision per month as well as 1 hour of in-person supervision focused on review of the counsellor’s video recorded session(s). The Externship opportunity will run from September to April each year. The selected candidate will begin seeing clients under the Lavender Counselling banner and will work up to and maintain 20 clinical hours until the end of the Externship.

Details

Together, the Extern and the Lavender Director will select a firm start date and a firm end date for the Externship. They will determine a set supervision schedule with firm times and dates per month.

Lavender Counselling will

- offer a single one-on-one 50 minute in person video review of the Extern's choice of clinical work
- offer one 3 hour group-consultation session with the Director of Lavender Counselling and the former Chair of Ethics & Standards for BCACC as co-leads
- support the Extern as they seek to identify their own theoretical orientation and to solidify how this translates to the moment-to-moment unfolding of the counselling session
- offer exploration exercises for the Extern's further enrichment

The counsellor will

- meet with the Director of Lavender Counselling for one 50 minute in-person video review of client session(s) monthly
- meet for one 3 hour group consultation session with the Lavender Counselling Director and the former Chair of Ethics and Standards for BCACC per month
- maintain their own private practice, independent of Lavender Counselling
- commit to attend the program from September to April inclusive
- remit \$399 monthly to Lavender Counselling on the first day of each month to participate in the program
- provide their own errors and omissions and commercial general liability insurances
- understand that the work of the Extern does not fall under the insurance of Lavender Counselling

Once the counsellor and the Director set the hours to participate in the program, the Extern counsellor will be available for those hours for the duration of the Post Graduate Externship. There will be no reimbursement for missed sessions.

Lavender Counselling will provide extensive consultation and support as the Extern seeks to develop their own confidence in therapy room. While there is a finite end date for the Post Graduate Externship program, contract counsellors may find there is an opportunity to discuss permanent future contract employment at the end of the Externship process.

Application Process

Please email (joinus@lavendercounselling.com) with Post Graduate Externship in the subject field. Attach your CV and your availability to meet for an interview. There will be an extensive interview process. While we absolutely thank all those who apply, only selected applicants will be contacted at each stage of the process.

Deadline

Lavender Counselling is always open to accepting resumes and expressions of interest from counsellors.