Membertou
WELCOMING THE WORLD!

EMPLOYMENT OPPORTUNITY

Job Title: Youth Social Counsellor
Department: Education
Reports To: Director of Education and Lifelong Learning (or designate)
Location: Membertou, with liaison to high schools attended by Membertou youth

About Membertou:

Membertou is a progressive and growing Mi'kmaw community rooted in culture, language, family, accountability, and community success. Membertou is committed to ensuring that young people are supported academically, socially, emotionally, and culturally as they pursue their education and future goals.

Mi'kmaq Culture, Community, and Learning Environment:

The successful candidate will work in a manner that respects Mi'kmaq culture, Mi'kmaw language, Elders, families, and community ways of knowing. The role will strengthen the connection between Membertou youth, their families, their schools, and the community. A strong understanding of the effects of colonization, systemic barriers, intergenerational experiences, and culturally safe, trauma-informed practice is essential.

Position Summary:

Membertou is seeking a compassionate, proactive, and professionally qualified Youth Social Counsellor to provide dedicated support to Membertou youth attending high schools, including schools outside the community. This position is proposed as a redesigned successor to the former School Support Worker role, with an enhanced professional social work focus.

The Youth Social Counsellor will be a consistent and trusted point of contact for students and families, helping young people navigate challenges affecting attendance, engagement, relationships, mental wellbeing, school transitions, and educational success. The position combines direct student support, family outreach, advocacy, early intervention, and coordinated work with high school guidance teams and community services. Its purpose is to keep students connected to education, culture, and opportunity.

Key Responsibilities:

- Establish trusting, culturally respectful relationships with Membertou youth attending high school, including students enrolled outside the community.
- Provide student-centered social work support, brief supportive counselling within professional competence, practical problem-solving, and appropriate referrals for more specialized services.
- Identify and respond early to concerns affecting attendance, engagement, school completion, peer relationships, family circumstances, and transitions.
- Work collaboratively with high school administrators, guidance counsellors, social workers, teachers, and student-support teams, with student/family consent and appropriate information sharing.
- Develop individualized student support and re-engagement plans with clear goals and follow-up, including transitions from Membertou School into high school and beyond graduation.
- Support families with communication, school meetings, advocacy, and navigation of education, health, mental health, addictions, and social services.
- Connect youth to positive community programming, cultural opportunities, mentorship, career exploration, and post-secondary or employment pathways.
- Use trauma-informed, strengths-based, culturally responsive, and youth-centered approaches that protect student dignity and autonomy.
- Follow safeguarding, duty-to-report, risk escalation, privacy, and professional documentation requirements; coordinate urgent referrals through approved protocols.
- Maintain confidential records and provide non-identifying activity and outcome reports to Education leadership to inform service planning.
- Perform other related duties as assigned by the Director of Education.
- Maintain and support Membertou's Quality Management System as it relates to job-related duties and departmental responsibilities.
- Perform other related duties as assigned by the Director of Education.

Qualifications & Requirements

- Bachelor of Social Work (BSW) from an accredited or recognized program is required; Master of Social Work (MSW) is a strong asset.
- Current registration in good standing with the Nova Scotia College of Social Workers, or eligibility to register before commencing social work practice, is required.
- Experience supporting adolescents and families in school, community, mental health, child and youth, or Indigenous service settings.
- Demonstrated understanding of adolescent development, barriers to school attendance and graduation, trauma-informed care, cultural safety, and family systems.
- Strong youth engagement, collaborative case coordination, advocacy, crisis response, documentation, and communication skills.
- Knowledge of Mi'kmaw culture, language, education pathways, and local youth services is a strong asset.
- Ability to travel between Membertou and partner high schools; valid driver's license and access to reliable transportation are assets.

Required Checks and Certifications:

- Proof of BSW or MSW and current/eligible Nova Scotia social work registration.
- Satisfactory Criminal Record Check, Vulnerable Sector Check, and Child Abuse Registry Check.
- Any additional checks and training required for work in schools and with youth.

Working Conditions:

- Proposed full-time role, subject to Council approval, classification, and funding confirmation.
- Community and school-based work, including regular high school liaison, family meetings, and occasional flexible hours.
- Salary, final reporting relationship, and commencement date to be determined through the approved HR process.

Preference is given to Aboriginal peoples in accordance with the Aboriginal Employment Preferences of the Canadian Human Rights Commission.

To Apply: Submit your cover letter and résumé to:

Membertou Human Resources Department
Attention: Scott Thomas
47 Autwen Ma'sl Awti
Membertou, NS B1S-2P5

Or via E-mail to: **jobs@membertou.ca**

DEADLINE FOR APPLICATIONS: **Friday, November 27th, 2026, at 4:30 PM AST.**

Thank you for applying, however, only those selected for an interview will be contacted.

Membertou reserves the right to pause, extend or revoke this posting at any time without notice.