

Position Summary

Position Title: Seasonal Agricultural Worker Wellness Therapist

Reports to: Program Director

Revision Date: July 2026

Summary:

The Seasonal Agricultural Worker Wellness Therapist provides culturally responsive, trauma-informed mental health assessment, brief counselling and psychotherapy, crisis intervention, system navigation, health promotion, and community outreach to seasonal agricultural workers throughout the Niagara Region. Working within Quest Community Health Centre's interdisciplinary primary care team, the therapist delivers services at Quest CHC, farms, seasonal worker housing, community-based points of service, and other outreach locations.

The position emphasizes early intervention, mental health promotion, addictions support, harm reduction, community capacity building, and addressing the social determinants of health to improve health outcomes for seasonal agricultural workers.

Key Objectives:

1. Provide culturally responsive, trauma-informed mental health assessment, brief counselling, psychotherapy, crisis intervention, and addictions support to seasonal agricultural workers.
2. Deliver services in a variety of settings including Quest Community Health Centre, farms, seasonal worker housing, community-based points of service, and other outreach locations throughout Niagara.
3. Complete comprehensive assessments, collaboratively develop treatment plans, maintain accurate documentation, and participate in chart reviews and case conferences.
4. Conduct suicide risk assessments, safety planning, crisis intervention, and facilitate timely referrals to appropriate services.
5. Deliver individual and group mental health promotion, psychoeducation, and wellness programming for seasonal agricultural workers and employers.

6. Assist clients in accessing primary care, mental health, addictions, settlement, legal, housing, employment, financial, and other community supports.
7. Develop collaborative relationships with employers, consulates, public health, hospitals, community agencies, and other partners to improve access to care.
8. Participate as an interdisciplinary team member in the planning, implementation, evaluation, and continuous quality improvement of the Seasonal Agricultural Worker Health Program.
9. Promote health equity, harm reduction, trauma-informed care, cultural safety, and anti-oppressive practice in all aspects of service delivery.
10. Participate in the Integrated Community Lead (ICL) Model and other interdisciplinary care planning initiatives for clients with complex needs.
11. Support students, learners and volunteers through orientation, mentoring, and supervision as assigned.
12. Participate in community meetings, outreach initiatives, educational presentations, and health promotion events.
13. Work within the full scope of professional practice while maintaining organizational quality standards and complying with all applicable legislation, professional standards, and organizational policies.
14. Participate in all health and safety initiatives to maintain a safe work environment.
15. Maintain professional competence through continuing education and ongoing professional development.
16. Promote the Mission, Vision, Values, and Philosophy of Care of Quest Community Health Centre.
17. Work a flexible schedule that includes regular **Monday to Friday hours (11:30 a.m. to 7:30 p.m.)** and participation in **Sunday clinics** during the seasonal agricultural worker season.
18. Other duties may be assigned as required.

Qualifications:

Education

- Master's degree in Social Work, Psychology, Counselling, or another recognized mental health discipline.
- Current registration in good standing with the Ontario College of Social Workers and Social Service Workers (OCSWSSW) or the College of Registered Psychotherapists of Ontario (CRPO).

Experience

- Two to four years of experience providing mental health services in a community, primary care, or public health setting.
- Experience providing trauma-informed and culturally responsive counselling.
- Experience working with vulnerable or marginalized populations.
- Experience delivering outreach services and working independently in community settings.
- Experience facilitating groups and delivering educational presentations.
- Experience working within interdisciplinary teams.
- Experience supporting migrant, newcomer, agricultural, or culturally diverse populations is considered an asset.

`11]

Skills and Abilities

- Knowledge of the Community Health Centre model and social determinants of health.
- Strong assessment, counselling, crisis intervention, and risk assessment skills.
- Knowledge of evidence-informed therapeutic approaches including solution-focused therapy, motivational interviewing, CBT, and brief intervention models.
- Understanding of harm reduction, recovery-oriented practice, and trauma-informed care.
- Excellent communication, facilitation, and relationship-building skills.
- Ability to establish collaborative relationships with community partners and employers.
- Ability to work independently in community settings and manage competing priorities.
- Strong organizational, documentation, and problem-solving skills.
- Knowledge of community resources throughout Niagara.

- Proficiency with Microsoft Office and electronic medical records (PS Suites preferred).
- Spanish language proficiency is considered a strong asset.

Conditions of Employment

- Knowledge of the Community Health Centre model and social determinants of health.
- Strong assessment, counselling, crisis intervention, and risk assessment skills.
- Knowledge of evidence-informed therapeutic approaches including solution-focused therapy, motivational interviewing, CBT, and brief intervention models.
- Understanding of harm reduction, recovery-oriented practice, and trauma-informed care.
- Excellent communication, facilitation, and relationship-building skills.
- Ability to establish collaborative relationships with community partners and employers.
- Ability to work independently in community settings and manage competing priorities.
- Strong organizational, documentation, and problem-solving skills.
- Knowledge of community resources throughout Niagara.
- Proficiency with Microsoft Office and electronic medical records (PS Suites preferred).
- Spanish language proficiency is considered a strong asset.

Physical Demands

The position requires frequent sitting, standing, walking, driving, lifting up to 25 pounds, and regular travel throughout the Niagara Region. Fine motor skills, visual acuity, communication, and active listening are essential to provide effective clinical care and community outreach.

Working Conditions

The duties of this position are performed both inside and outside Quest Community Health Centre, including farms, seasonal agricultural worker housing, community-based points of service, mobile outreach clinics, and other community locations throughout Niagara. The position requires regular travel, independent community-

based work, and occasional work in environments where there is increased potential for unpredictable situations. The successful candidate must be able to work **Monday through Friday from 11:30 a.m. to 7:30 p.m.**, with participation in **regular Sunday clinics** during the seasonal agricultural worker season, with scheduling adjusted accordingly.

We are committed to workplace equity and diversity and encourage submissions from equity-deserving groups who identify based on ability, cultural background, race, sexual orientation and/or gender.

Employee Signature: _____

Date: _____

Supervisor Signature: _____

Date: _____