

## **Clinical Therapist (Full-Time, Permanent)**

### **PEI Rape and Sexual Assault Centre (PEIRSAC)**

*Rooted in Feminist Values. Grounded in Collective Care. Focused on Healing.*

#### **About Us**

The PEI Rape and Sexual Assault Centre (PEIRSAC) is a feminist, pro-choice, anti-oppressive, not-for-profit organization that has supported survivors of sexualized violence across Epekwitk (Prince Edward Island) since 1983. Our mission is to provide high-quality, trauma-informed services and to advance gender justice through survivor advocacy, community education, and systemic change.

We believe healing is possible, and we know that justice work cannot come at the cost of the people doing it. We work from feminist, intersectional, and decolonial frameworks that center survivor dignity, prioritize care, and hold space for complexity.

**Position Type:** Full-time, permanent

**Start Date:** As soon as possible (Relocation assistance considered)

**Hours:** Monday–Friday, 9:00 am – 4:30 pm (Flexibility considered)

**Salary:** \$74,880 to \$79,000 annually (Based on experience)

#### **Additional Compensation:**

- Group health benefits
- RRSP matching
- Monthly clinical consultation
- \$2,000/year professional development funding
- Paid travel time to satellite locations
- Boundaries respected. Burnout is not glorified.

#### **Work Locations**

Our therapy offices are in Charlottetown, Summerside, and Alberton. This position includes travel between sites, with travel compensation provided for time to Alberton (as needed).

#### **Who We're Looking For**

We're seeking a trauma therapist who is grounded in anti-oppressive frameworks and who values collective care, curiosity, and ethical relationship-building. You don't need to know everything, but you must be deeply committed to showing up for survivors, your coworkers, and yourself.

### This role might be for you if you:

- Know that healing work is political, relational, and not one-size-fits-all
- Can hold grief, rage, resistance, and joy without rushing to “fix”
- Believe rest, boundaries, and consent apply to staff, too
- Are willing to stay in hard conversations with care
- See therapy not only as a service, but as a space to challenge oppressive systems

### Qualifications

- **Education:** A master’s degree in Social Work, Counselling Psychology, Mental Health Psychotherapy, Clinical Psychology, or equivalent with current or eligible registration with the appropriate professional body.
- **Clinical Experience:** Minimum two years of providing one-on-one therapy, preferably with survivors of sexualized violence and individuals living with complex trauma, dissociation, and attachment disruptions.
- **Critical Analysis of Social Factors:** Strong critical analysis of social and cultural factors contributing to sexualized violence and child abuse, with a commitment to anti-oppressive, decolonizing, pro-choice, and feminist practice.
- **Therapeutic Modalities:** Experience with or interest in Feminist Narrative, EMDR, Internal Family Systems (IFS), Sensorimotor Psychotherapy, Compassion-Focused Therapy, CPT, and other body and justice-based approaches.
- **Frameworks:** Strong grounding in feminist, intersectional, decolonial, anti-racist, and anti-oppressive frameworks.
- **Case Management:** Experience in case management, including maintaining confidential client records, session notes, and necessary reporting.
- **Collaborative Teamwork:** Demonstrated ability to collaborate with multidisciplinary teams, including therapists, social workers, and community organizations.
- **Ongoing Professional Development:** Commitment to ongoing professional development and personal wellness.

## Essential Skills

We are looking for a clinician who combines strong clinical practice and grounded emotional intelligence in their work. These essential skills reflect not just what you *do*, but *how* you do it, in relationship with survivors, with colleagues, and with yourself.

- **Relational depth:** Ability to build authentic, trust-based therapeutic relationships rooted in presence, consent, and non-hierarchical care
- **Clinical discernment:** Skilled in assessing complex trauma presentations, identifying therapeutic goals collaboratively, and adapting approaches to support healing
- **Crisis responsiveness:** Experience with crisis intervention, safety planning, and emotional regulation techniques, with the ability to stay grounded in high-intensity moments
- **Cultural humility and responsiveness:** Demonstrated capacity to work across differences and attend to power, privilege, and systemic violence in the therapy room
- **Critical reflexivity:** Willingness to examine your own social location, biases, and knowledge gaps as part of ethical practice
- **Collaborative spirit:** A deep appreciation for working within a team-based model, contributing to a feminist, interdisciplinary, and care-centred work culture
- **Documentation and accountability:** Commitment to timely and clear case documentation, recognizing it as both a legal responsibility and a reflection of respect for client narratives

## How We Work

At PEIRSAC, we believe:

- Emotional labour is not “extra”, it’s part of the work
- Burnout is not a badge of honour
- Conflict and repair are part of real relationships
- Rest is resistance
- No one should have to choose between justice and joy

## **Caseload Expectations**

We are committed to caseloads that allow for deep, relational work, not clinical burnout. This means a full caseload usually includes 25–35 active clients receiving support through our therapeutic services.

We hold sustainability and accountability as shared commitments. Clinicians are expected to maintain their weekly client hours while also having protected time for reflection, collaboration, and community-based engagement.

A sustainable caseload is not a luxury; it's necessary for ethical, thoughtful, and liberatory care. Our work does not stop at the end of the session. We believe clinicians should have time and support to contribute to collective knowledge, engage in survivor-centred research, and build bridges across systems.

We practice collective care, not just self-care. We walk through discomfort together. We hold space for one another's complexity. And we don't confuse overwork with excellence.

## **How to Apply**

Please send your resume, cover letter, and three professional references to **admin@peirsac.org**. The position will be open until it has been filled.

## **Equity Hiring Statement**

We welcome applications from those most impacted by systems of violence and exclusion, including but not limited to Indigenous, Black, and racialized people; 2SLGBTQ+ individuals; people with disabilities; and those with lived experience of poverty or gender-based violence. PEIRSAC is committed to building a staff team that reflects the diversity of the communities we serve.