Therapist

Department: Client Services   Status: Nonexempt / Full Time

Reports to: Clinical Supervisor   Supervisory Responsibilities: None

Position Information: This position provides therapeutic counseling and court support for child victims of sexual abuse through a variety of trauma-informed modalities.

Essential Duties and Responsibilities
- Provides evidence-based, trauma-informed counseling/therapy service to child sexual abuse victims.
- Provides educational and support services to non-offending caregivers, as necessary.
- Assists in the implementation and planning of support groups for children and/or non-offending caregivers.
- Maintains knowledge of therapeutic techniques and practices.
- Accompanies child victims to court for the purpose of providing emotional support, including accompanying the child to court orientation sessions conducted by Victim Witness and providing further support and education regarding the court process during counseling sessions, as necessary.
- Provides follow up contacts with caregivers at 30 day, 6 month, and 12 month intervals to provide additional support, referrals if required, respond to questions, and attempt to assure that a child has not been re-victimized.
- Maintains in a timely and accurate fashion all records as required by the needs of the position and the funding source: client data, case notes, and all National Children's Alliance and Victims of Crime Act required data.

Educational Requirements and Qualifications
To perform this job successfully, an individual must be able to perform each essential duty. The requirements listed below are representative of the knowledge, skill, and/or ability required.
- Master's degree in social work, counseling, psychology, or related field.
- Full licensure from the State of Michigan in respective discipline.
- Training in evidence-based trauma support for children, such as TF-CBT. Full certification preferred.
- Demonstrated prior experience working with children in a trauma-focused or clinical setting preferred.
- Understanding of dynamics of sexual abuse, trauma exposure, and trauma responses and therapeutic techniques to address those issues.
- Understanding of child development and demonstrated ability to adapt approach and environment to meet the unique needs of counseling client.
- Ability to relate to children and adults of all ages, races, ethnicities, and socio-economic backgrounds; professionals across multiple disciplines; and individuals in crisis situations.
- Basic computer knowledge for purpose of documentation.
- Spanish-fluency preferred.

Competencies
To perform this job successfully, an individual should demonstrate experience in and commitment to the following competencies, in addition to normal job responsibilities related to these competencies:

Advocacy and Public Policy - Recognize issues surrounding child sexual abuse and how awareness and prevention efforts enhance community awareness of child sexual abuse and encourage children and adults to report abuse.

Communications - Present self and agency professionally in oral or written communications, writing or speaking clearly and informatively with empathy and understanding; exchange information efficiently and effectively, listening and seeking needed clarification; contribute to the overall culture of the Center through healthy communication, respect, and commitment to the agency's mission, vision, and values.

Financial Management and Social Entrepreneurship - Assist with reporting for state and private grants, demonstrate understanding of agency budget and stewardship of resources.

Fundraising and Resource Development - Work alongside staff and volunteers to meet cash match requirements for state and private grants, participate in community tours of agency and represent department to community.

Data Management - Maintain confidentiality of client information and provide accurate and timely tracking of client demographics and Center services.

Direct Service - Possess awareness of direct services provided by agency to understand organizational mission and own role in it.

Human Resources Management and Volunteerism - Work alongside and act as resource for program volunteers.

Leadership and Governance - Recognize organizational values and represent them in everyday activities.

Legal and Regulatory - Understand confidentiality and mandated reporter requirements surrounding child welfare.

Planning and Evaluation – Assist in reporting data and evaluating programs, presenting accurate and timely information.

Flexibility and Adaptability – Possess skills in project and time management through detailed work in a fast-paced, ever-changing environment; establish and maintain cooperative and supportive working relationships with members of direct team, whether staff or volunteer, and the multidisciplinary team as a whole; and contribute to the overall culture of the Center through healthy communication, respect, and commitment to the agency's mission, vision, and values.

Personal Care and Development - Seek out and participate in professional development opportunities, both external and internal; commit to self and agency care.

Building of Global Capacity - Commit to intercultural development and seek to understand the unique needs of clients and donors of different backgrounds.

Work Environment and Physical Requirements
- 35-40 hours per week worked onsite at the Children's Advocacy Center of Kent County. Worked Monday through Friday, between the hours of 8:30 a.m. and 6:00 p.m. with regular evenings required.
- A trauma-rich environment with clients in crisis situations.
- Physical requirements include ability to sit for long periods of time and to interact with child as dictated by client's therapeutic needs; light lifting of up to 25 pounds.

_____   _____
Employee Signature   date   Supervisor Signature   date

I understand that Children's Advocacy Center of Kent County is an at-will employer, and my signature on this job description is not a binding contract on either the part of the Children's Advocacy Center of Kent County or myself.   _____ *(initials)*

I affirm that I am able to perform the above duties as assigned.   _____ *(initials)*

children's
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OF KENT COUNTY