

Therapist I

Department: Clinical Services

Status: Nonexempt / Part Time / Non-essential

Reports to: Clinical Services Supervisor

Hourly Range: \$22.23-26.00

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.

Essential Functions

- 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 at least one support group series for children and/or non-offending caregivers each year.
- 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.
- Actively participates in weekly supervision with Clinical Services Supervisor and regular clinical team meetings.
- Supports Client Services teams as needed for crisis screenings or clinical consultation.

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.
- Limited licensure from the State of Michigan in respective discipline.
- Familiarity with evidence-based trauma support for children (TF-CBT, EMDR, etc.).
- 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.
- Flexibility to assist team members as client needs arise.
- Basic computer knowledge for purpose of documentation.

Preferred Experience:

- Bi-lingual fluency in English and Spanish.

Additional 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 understanding; encourage children and adults to report abuse.

Healthy 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.

Direct Service - Understand confidentiality and mandated reporter requirements surrounding child welfare as well as organizational mission and own role in achieving it.

Team Participation - Work alongside and act as resource for program volunteers and coworkers.

Building of Global Capacity - Recognize organizational values and represent them in everyday activities. This includes a commitment to intercultural development and seeking to understand the unique needs of clients, coworkers, and donors of different backgrounds.

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

Stewardship - Work alongside staff and volunteers to fulfill funding requirements for state and private grants; participate in community tours of agency, representing programs to community; and demonstrate understanding of agency budget and stewardship of resources.

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

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.

Work Environment and Physical Requirements

- 20 hours per week worked onsite at the Children’s Advocacy Center of Kent County. Generally worked Monday through Friday, between the hours of 8:30 a.m. and 5:00 p.m. Some additional evenings and weekends may be required.
- Periodic travel to conferences and trainings, which may include overnight accommodations, or for client support at court hearings. Generally limited to in-county travel, reimbursed according to agency procedures.
- Overtime is not generally expected.
- A trauma-rich environment with clients in crisis situations.
- Physical requirements include ability to sit for long periods of time in an office environment, with ambient office noise or the sounds of children, light lifting of up to 25 pounds.

The items listed in this position description are not intended to cover or contain a comprehensive list of activities, duties, daily tasks, or responsibilities that are required of an employee. Duties, responsibilities, and activities may change or new ones may be assigned based upon the needs of the agency at any time, with or without notice.

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)

The Children’s Advocacy Center of Kent County is an equal opportunity employer pledged to nondiscrimination in employment as required by law, and all employment decisions are based upon business needs. The Center prohibits any unlawful discrimination because of age, gender, race, color, religion, national origin, sexual orientation, height, weight, marital status, genetic information, protected disability, and any other protected classifications. The Center also prohibits illegal retaliation in violation of equal employment opportunity laws. Any employee who believes they have been subjected to treatment in violation of this policy shall immediately report, in writing, their concern to the President/CEO or to the Operations Director if the concern applies to the President/CEO.