



Job Title: Therapist
Classification: Non-Exempt
Hourly Range: \$25.00-\$28.00

Position Type: Full-time: In-person
Hours of Work: Regular operational hours and occasional after-hours

Purpose: The Therapist plays a crucial role in providing evidence-based, trauma-informed counseling and therapy services to child victims of sexual abuse. This position collaborates with a multidisciplinary team (MDT), fostering a trauma-informed environment, through the utilization of evidence-based modalities, and delivering comprehensive therapeutic care to child victims of sexual abuse.

Position Reports to: Clinical Services Supervisor

Essential Functions:

Collaboration

- Actively participate in ongoing Case Review (*Team Case*), Case Consultation, Peer Review, Victim Advocate provider meetings, and All-Staff meetings.

Direct Service

- Recognize the unique context of each case while maintaining the boundaries of the Center's short-term service model, delivering evidence-based, trauma-informed therapy to active clients at the Center.
- Tailor therapeutic interventions to the unique needs and experiences of each client.
- Employ trauma checklists and screening tools to gain comprehensive understanding for the specific impact of trauma on the client, which will guide targeted intervention.
- Develop a client-centered treatment plan, which incorporates the client's preferences, perspectives, and strengths, that is specific, measurable, attainable, relevant, and time-specific, and coordinate with the non-offending caregiver.
- Take a proactive approach by developing comprehensive individualized safety plans for clients, when necessary.
- Conduct thorough risk assessments to evaluate the level of risk associated with the client's circumstances, when necessary.
- Assist in the planning and facilitation of groups; Caregiver, Teen, and Body Safety.
- Ensure strict adherence to confidentiality guidelines and legal requirements when handling sensitive client information.
- Comply with regulatory and funding requirements related to the clinical services provided.

Multidisciplinary Coordination

- Collaborate with the multidisciplinary team of law enforcement personnel, Prosecutor's Office and other Court personnel, Child Protective Services (CPS), medical staff, and Center staff.

- Cultivate open lines of communication and collaboration to enhance the effectiveness of the multidisciplinary team.
- Serve as a clinical consultant to the MDT regarding child trauma and evidence-based treatment.
- Coordinate efforts to minimize duplication of services.
- Demonstrate an understanding of the legal process regarding court-ordered subpoenas to testify related to client treatment.

Program Documentation

- Adhere to Center documentation standards, ensuring that all client interactions, therapeutic interventions, and support services are accurately recorded from case initiation to case closure, adhering to timelines and protocols.
- Prepare for audits and program reviews by consistently engaging in practices that are organized and accurate.
- Adhere to external service referral procedures.
- Utilize existing technology systems to maintain client information.

Professional and Program Development

- Engage in approved ongoing professional development to ensure a current and comprehensive understanding of advancements in the field of trauma-focused therapy, 16 hours annually.
- Contribute to program development and treatment expansion initiatives and planning, as requested.
- Engage in 8-10 hours of diversity, equity, and inclusion (DEI) training annually.
- Participate in achieving objectives outlined in the Strategic Plan and Key Performance Indicators.
- Contribute to the accreditation process and ensure clinical practices and operations align seamlessly with the National Children's Alliance (NCA) accreditation standards.

Special Projects and Support

- Represent the Center during approved delivery of training or engagement in the community.

And other duties as assigned by the President/CEO.

Education and Experience Needed:

- Master's degree in social work, counseling, psychology, or a related field required.
- Full licensure from the State of Michigan in the respective discipline preferred.
- Full certification in evidence-based trauma modality, such as TF-CBT, PCIT, AF-CBT, CFTSI, or EMDR, preferred.
- Minimum of two years experience in evidence-based, trauma-informed counseling with children preferred.
- Understanding of the dynamics of trauma, child sexual abuse, and child development required.

- Proficient in Microsoft Office Suite, Google Workspace, and other relevant software.

Competencies Required:

Advocacy and Public Policy:

- Engage in advocacy initiatives that align with the Center's mission, contributing to the overall advancement of public policy and community awareness related to child sexual abuse.

Healthy Communications:

- Present oneself and the Center professionally in both oral and written communications.
- Communicate with clarity, empathy, and understanding.
- Exchange information efficiently and effectively, demonstrating active listening and seeking clarification when necessary.
- Foster an environment where open communication is valued.
- Contribute to a culture of healthy communication, respect, and commitment to the Center's mission, vision, and values.

Direct Service:

- Ensure that the delivery of direct services aligns with the Center's overarching goals and commitment to the well-being of clients.
- Ability to practice restraint and discretion regarding confidential information related to Center functioning, internally and externally.

Team Participation:

- Ability to work collaboratively with diverse teams, promoting a positive and inclusive work culture.
- Active engagement in team dynamics, share knowledge and expertise, and foster a supportive atmosphere.

Building of Global Capacity:

- Promote cultural competence and inclusivity to uphold Center values in daily activities.
- Demonstrate a commitment to intercultural development and understanding the unique needs of clients, staff, volunteers, and donors from diverse backgrounds.

Personal Care and Development:

- Prioritize self-care and advocate for a culture within the Center that supports the well-being of both individuals and the Center as a whole.

Stewardship:

- Participate in community tours and represent Center programs to the community.
- Collaborate with administration to meet funding requirements for grants.
- Understand the Center budget and demonstrate stewardship of resources, ensuring their efficient and effective utilization in alignment with the Center's mission.

Data Management:

- Provide accurate and timely tracking of client demographics and services.

Flexibility and Adaptability:

- Navigate changes and handle unexpected situations with professionalism.
- Ability to prioritize tasks, manage time efficiently, and maintain a well-organized work environment.

- Embrace adaptability, contributing to a dynamic and responsive organizational culture that effectively addresses the evolving needs of the Center's work.

Work Environment and Physical Requirements:

The nature of the work involves exposure to emotionally challenging situations and may require a level of resilience and self-care to maintain personal well-being in the face of these challenges. Additionally, accommodation for specific physical requirements can be discussed to ensure an inclusive work environment for all staff members.

- Navigate a trauma-rich environment where clients are present.
- Ability to sit and effectively use a computer for extended periods within a standard office environment.
- Perform light lifting tasks, up to 25 pounds, as needed to fulfill job responsibilities.