



Job Title: Therapist
Classification: Non-Exempt

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.

This position is supported by grants, thus is dependent upon grant funding. 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 a staff member. Duties, responsibilities, and activities may change or new ones may be assigned based upon the needs of the Center at any time, with or without notice.