



**Job Title:** Therapist

**Classification:** Non-Exempt

**Position Type:** Part-time: In-person

**Hours of Work:** Regular operational hours and occasional after-hours

**Purpose:** This Therapist provides trauma-informed, evidence-based therapeutic support to children who have been victims of sexual abuse and their families through therapy services, group facilitation, and individual body-safety lessons. This role involves delivering evidence-based treatments, facilitating psychoeducational sessions, and conducting screenings to promote child safety and healing. The Therapist supports educational initiatives and collaborates with multidisciplinary team (MDT) partners.

**Position Reports to:** Clinical Services Supervisor

### **Essential Functions:**

#### *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 screenings, assessments, psychoeducational groups, and therapy to active clients at the Center through a reduced caseload.
- Tailor therapeutic interventions to the unique needs and experiences of each client.
- Conduct group and individual body safety lessons to promote self-awareness, healthy boundaries, and safety skills.
- Perform Child Behavior Screenings (CBS) to assess concerning behaviors, offering actionable recommendations for further intervention, when necessary.
- 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.
- 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*

- Actively participate in ongoing Case Review (*Team Case*), Case Consultation(s), All-Staff meetings, and other relevant meetings as necessary.
- 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, as necessary.
- Cultivate open lines of communication and collaboration to enhance the effectiveness of the multidisciplinary team.

- Coordinate efforts to minimize duplication of services.

### ***Program Documentation***

- Adhere to Center documentation standards, ensuring that all client interactions, therapeutic interventions, and support services are accurately recorded from initial engagement to completion of services, 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 Clinical Supervisor or 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.
- Prior experience facilitating psychoeducational groups, highly 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 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.

**Stewardship:**

- 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 all client information and interactions.

**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.

**Work Environment:**

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. or new ones may be assigned based upon the needs of the Center at any time, with or without notice.