

Staff Therapist

Job Description

Title:	Staff Therapist
Reports to:	Clinical Services Manager
FLSA Status:	Exempt
Wages:	Unlicensed: \$58,500/Annual Salary; Licensed: \$60,000/Annual Salary
Job Type:	Full Time
Location:	North County Office (Escondido)

CCS is an equal opportunity employer that strives to create an inclusive environment and a diverse workforce from all backgrounds, abilities, and cultures.

Summary: Provides therapeutic services to survivors of intimate partner violence and/or sexual assault and their collateral contacts using evidence-based practices with a specialization in trauma treatment. Provides administrative and procedural supervision to site trainees, shelter-based counseling services, clinical consultation to staff in other departments, and training on crisis intervention, trauma, and other related topics for CCS staff and volunteers. Acts as an ambassador for CCS services and offers outreach to community organizations and collaborative meetings in San Diego to increase program participation.

Essential Functions:

- Conduct clinical intake assessments utilizing clinical judgment to determine eligibility for counseling programs.
- Provide competent services in English and Spanish.
- Maintain a 50% client contact ratio (20 hours of client contact per 40-hour work week).
- Provide advocacy services to counseling clients needing linkages to other CCS services and community services.
- Responsible for planning, scheduling, and recruitment for quarterly ongoing support groups.
- Maintain clinical documentation in Efforts to Outcomes (ETO) database and comply with required deadlines.
- Actively participate in treatment team, individual supervision, and ongoing trainings.
- Engage in professional development to stay current on evidence-based interventions for trauma treatment.
- Collaborate with CCS staff to address the needs of clients who walk-in for services.
- Complete and update required metrics and matrices, such as Self Sufficiency Matrix and Impact of Events Scale, to measure client progress, as directed.
- Complete required administrative paperwork, including timecard and reimbursement requests, by agency deadlines.
- Keep CCS Outlook calendar updated with appointments and required information.
- Present counseling related topics for CCS staff and volunteers at regular quarterly trainings.
- Promote the safety and well-being of clients by modeling and encouraging healthy communication, safety-focused decision making, and acceptance of diversity.
- Other duties as assigned.



Job Requirements

Education:

- Master's Degree in Marriage and Family Therapy, Social Work, or related field
- Licensed or Associate level Marriage and Family Therapist, Social Worker, or Professional Clinical Counselor registered with California Board of Behavioral Sciences, or license eligible.
- Completion of California State-approved Sexual Assault/Domestic Violence Crisis Intervention Training required (or must complete upon hiring).

Experience:

- Minimum one (1) year of experience working with sexual assault, intimate partner violence and/or crisis intervention.
- Experience and facility with crisis intervention techniques.
- A minimum two (2) years of experience providing counseling services in a non-profit or similar setting.
- Must maintain professional certification as required by California Board of Behavioral Sciences.
- Must be in good standing and have a current registration number (or be within the waiting period to receive registration number) with California Board of Behavioral Sciences.
Oral and written fluency in English and Spanish.

Preferred Experience:

- Advanced training in evidenced-based approaches including Cognitive Behavioral Therapy, Dialectical Behavioral Therapy, Eye Movement Desensitization and Reprocessing (EMDR) or similar

Core Competencies:

- Adaptability and flexibility while working in a dynamic work environment.
- Maintain confidentiality and respectful communication at all times.
- Strong interpersonal and communication skills, including conflict resolution skills.
- Must demonstrate respect and openness for cultural diversity in all its forms, including ethnicity, sexual orientation, abilities, genders and gender identities, and religious backgrounds.

Working Environment:

This job operates in a professional office environment, currently on site and remote work hybrid with potential to be recalled onsite full time in Fall. Some outreach and off-site activities will be held in other locations, as requested. Must maintain personal cell phone for work-related purposes. Ability to work in intimate partner violence, sexual assault, and stalking fields.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to stand; walk; use hands to finger, handle or feel; and reach with hands and arms. Must be able to carry up to 20lbs.

Travel:

Some travel may be required (up to 10% mostly within San Diego County). Must have reliable transportation available for work-related purposes, a valid California driver's license, and proof of automobile insurance.

Work Hours

The employee must be available during Agency working hours of 8:30 a.m. to 5:30 p.m. and must work 40 hours each week to maintain full-time status. Occasional evening and weekend work may be required as job duties demand.

To Apply: Please submit a resume and cover letter to Allison Johnson at AJohnson@ccssd.org