



POSITION DESCRIPTION Child/Adolescent THERAPIST

Position: Child/Adolescent Therapist
Department/Location: Residential Shelter
Supervisor: Clinical director
FLSA Status: Full-time, Non-Exempt

POSITION SUMMARY

This position is responsible for counseling children and adolescents who have directly experienced or witnessed domestic violence. The residential shelter is an ever changing dynamic environment. This requires a trauma-informed client centered approach combined with patience, centeredness, flexibility and the skills to do brief counseling and crisis interventions with families. This is *not* a traditional therapeutic office setting where clients attend scheduled therapy sessions. Other major duties include mentoring the Child Life Skills Coordinators, facilitating Circle of Security parenting classes and providing trainings for staff.

To be considered, candidates must have a Master's Degree and license to legally be able to practice as a Therapist.

Bilingual in Spanish strongly preferred.

DUTIES/RESPONSIBILITIES

- Conducts child assessments for all children in shelter and at the Support Center
- Provides counseling to children who have directly experienced or witnessed domestic violence using trauma-informed methods. Counsels parents as appropriate.
- Uses paper/electronic databases to ensure case documentation is up-to-date and reflective of services provided.
- Facilitates children/family groups for victims of domestic abuse.
- Meets with parents to provide professional feedback regarding progress and or concerns about their child or children.
- Participates in weekly staff meetings to consultant on cases and provide recommendations regarding appropriate intervention/prevention methods.
- Other duties as assigned.

KNOWLEDGE/ SKILLS/ABILITIES

- Ability to participate as part of a team serving victims of domestic violence.
- Ability to listen and give direction and advice to children and families.
- Ability to work effectively with individuals of various backgrounds, cultures, gender identities, sexual orientations, ages, religious beliefs, and economic situations.
- Ability to coach parents in methods of non-violent discipline and positive parenting skills.
- Crisis intervention skills.
- Able to work and communicate effectively in stressful situations.
- Domestic violence and advocacy experience and education preferred.
- Must have strong organizational skills and be able to provide good documentation.
- Strong oral and written communication skills.

COMPETENCIES

- Knowledgeable of the ways in which working with people who have experienced trauma, domestic violence and sexual assault can impact employees through secondary trauma. Proactively work to build resilience to the effects of secondary trauma/compassion fatigue by seeking supervision when common signs are present.
- As an employee you are expected to engage in reflective supervision and actively examine how this work impacts you and how you impact both residents and co-workers.
- Knowledge of counseling and advocacy techniques for people who have been victims of domestic violence, including crisis intervention and case management skills.
- Knowledge in human services, community agencies or other related nonprofit or social change organizations.
- Must work well with persons of varied sexual preference, racial, ethnic, cultural, socioeconomic backgrounds, and with individuals who are differently-abled.
- Awareness of relationship violence, child abuse, stalking, and sexual abuse and assault.
- Ability to work independently and make sound judgements.
- Ability to work with families in crisis from various cultures and backgrounds.
- Ability to provide professional services at all times to promotes a respectful environment for the clients.

SHARED RESPONSIBILITIES

As a requirement of their employment, all Esperanza employees are expected and required to follow and adhere to the following job responsibilities:

- Support the mission, vision, values, and goals of Esperanza Shelter, Inc.
- Support excellence in our client, participant and customer service philosophy, and deliver excellent customer service both to internal and external customers.
- Work collaboratively, cooperatively, and in coordination with fellow team members and with others in the organization, treats them with respect, courtesy and consideration, and shows understanding and the appropriate support of other team members to help get the job done.
- Maintains regular, dependable attendance and punctuality, and physical presence at the assigned worksite; must interact directly with people or objects at the worksite on a regular basis.
- Adhere to all company policies, procedures, work rules, guidelines and participate in trainings.
- Practice good stewardship of Esperanza property and follow policy.
- Act in a professional manner at all times and function from **integrity, honesty and loyalty** in all activities concerning Esperanza.

Required Competencies:

To perform the job successfully, an individual should demonstrate the following competence in executing the essential functions of this position.

- Problem solving – identify and resolve problems in a timely manner by gathering and analyzing information skillfully.
- Interpersonal skills – maintain confidentiality, remain open to others' ideas and exhibit a willingness to try new approaches.
- Managing Up - Ability to exercise good judgment and manage communications with supervisor and/or agency leadership.
- Oral communications – speaks clearly and persuasively in positive or negative situations.
- Written communications – able to write clearly and complete required reports with good grammar.
- Planning/organizing – prioritizes and plans work activities, uses time efficiently and develops realistic action plans.
- Quality control – demonstrates accuracy and thoroughness and monitors own work to ensure quality.
- Adaptability – adapts to changes or chaos in the work environment, manages competing demands and is able to deal with frequent change, delays or unexpected events. Thrives in fast-paced, intense and unpredictable environments.
- Dependability – consistently at work and on time, follows instructions, responds to management direction and solicits feedback to improve performance.

MINIMUM QUALIFICATIONS

- Master's degree in counseling.
- Fluent in Spanish (speaking, reading and writing) preferred
- Minimum of two years' experience working as a child counselor (preferred). Four years highly preferred.
- Must possess current licensure as either LMHC, LPPC, LMSW, LCSW or LISW.
- Certified Circle of Security facilitator is strongly preferred but not required.
- Infant Mental Health training or certifications are strongly preferred but not required.
- Required to submit to a CYFD background investigation, TB and drug test.
- Must have strong organizational skills and be able to provide and input detailed documentation client records.
- Strong oral and written communication skills.
- Ability to lift up to 50 lbs. preferred.
- Must have own transportation and have a current valid state drivers' license.
- Must adhere to and possess a strong code of ethics.

About Esperanza

Esperanza Shelter (www.esperanzashelter.org) has served Santa Fe County, The Eight Northern Pueblos and three Pueblos south of the City for over forty years. Esperanza opened its doors at a time when the concept of helping a woman leave an abusive situation was unique and contrary to domestic and religious cultural norms. The majority of the survivors that rely on Esperanza's services are still women and children, although some victims of abuse are men. Domestic abuse does not discriminate. Violence and other forms of abuse exist in intimate partner relationships across all socio-economic boundaries and within our LGBTQ community.

Today, Esperanza continues to provide secure shelter as well as prevention education, community outreach, advocacy, counseling, therapy, life skills and group support both in shelter and in nonresidential programs. Our court ordered Path to Peace program is also an important component of services. More than 90% of our participants who use violence either witnessed or experienced abuse as children. Through individual and group counseling, Esperanza helps these participants to stop the behaviors of power, coercion and control.

AGENCY VALUES

Respect – We respect colleagues and participants through words and actions. We handle conflict directly through respectful dialog.

Compassion/Empathy – We approach each other with kindness, compassion, empathy and curiosity even if we do not understand another's actions or words.

Collaboration/Teamwork – We collaborate and think about how our actions may affect the team. When possible, we approach projects as a team and make space for all voices to inform decision-making.

Accessible, Culturally Responsive and Trauma-Informed – We commit to creating environments, policies, program services, staff competency and educational outreach which embody these principles.

Social Justice – We seek to understand the day-to-day impact of unconscious bias, micro-aggression, historical trauma/oppression and how it impacts marginalized groups in our society. We do our best to identify our own biases and privilege while promoting social equity.

Community Connection/Collaboration – We value and support our community partners through collaboration, sharing of resources and supporting their missions.

Transparency – We are committed to open dialog about our policies, benefits, compensation, grant management, fiscal management, service delivery outcomes, lessons learned and strategic road map.

Authenticity/Integrity – We believe authentic relationships provide safe spaces to heal trauma. We believe that both individual and organizational integrity are critical to our continued success.

Esperanza offers excellent benefits for employees including competitive pay, health/dental/vision, Planet Fitness gym membership, professional development funds, generous paid PTO/Holiday leave and 403b contributions.

Esperanza Shelter Inc. is an Equal Opportunity Employer.

EMPLOYEE ACCEPTANCE:

- By my signature below, I certify that I have read my Job Description and understand my assigned responsibilities, and have been given a copy of this Job Description. I have also been given access to a print and/or electronic copy of Esperanza Shelter’s Employment Policy Manual, and understand that I am responsible for reading and following all relevant policies and procedures outlined in it.
- I understand that I am responsible for following all departmental and job-specific policies, procedures, work rules, and other guidelines.
- I understand that neither the Board of Trustees nor management of Esperanza Shelter, Inc. can guarantee my employment, and that Esperanza can change compensation, benefits, and conditions of my employment at any time and at its full and sole discretion in order to meet business needs of Esperanza.
- I further understand that the foregoing Job Description is not all-inclusive of the duties to which I may be assigned. In order to meet business needs, ensure maximum flexibility and efficiency, and to encourage cross training, I acknowledge that I may be assigned additional duties as are deemed necessary or desirable by Esperanza.
- I acknowledge that Esperanza also reserves the exclusive right to transfer, assign, or locate the incumbent to another job assignment within this job title for which I am qualified. Such transfer, re-assignment or re-location may be on either a temporary or regular basis, and shall be done in order to meet the business needs of Esperanza.
- I also certify by my signature below that I am able to perform the essential functions of this Job Description either with or without a reasonable accommodation. I further acknowledge that this Job Description does not constitute a written or implied contract of employment with Esperanza.

Accepted by:

Employee Signature

Date

Print Employee Name

Witnessed by:

Esperanza Representative Signature

Date

Print Esperanza Representative Name and Job Title

