

**Open Positions:** **Therapist** (Associate, or Licensed)  
**Reports to:** Director of Counseling Services  
**Hours:** 20 hr/week, non-exempt  
**Location:** San Luis Obispo County  
**Salary:** Associate (monolingual): \$21/hour  
**Associate (bilingual): \$22/hour**  
Licensed (monolingual): \$24/hour  
**Licensed (bilingual): \$25/hour**

### How to Apply

Please submit resume and cover letter electronically to [HR@standstrongnow.org](mailto:HR@standstrongnow.org) with the subject line "Therapist." No calls, please. Applications will be reviewed on an ongoing basis until filled. Visit [www.standstrongnow.org](http://www.standstrongnow.org) to learn more about our programs and services.

### Purpose and Responsibility

Under the supervision of the Director of Counseling Services, Therapists are responsible for providing counseling services for clients of the agency – adult survivors of domestic violence (DV) and children/teens who are trauma survivors. This employee may see clients at any or all of the following locations: the Stand Strong office in San Luis Obispo and Grover Beach, the Emergency Safe House, Transitional Housing, school campuses, and other off-site locations. This position often involves coordinating, training, supervising, or managing the activities of clients to accomplish their goals. Very advanced communication and organizational skills are required.

### Job Duties

- **Intake/Assessment/Referral:** Conduct initial assessment sessions with potential clients; make internal and external referrals as needed for advocacy, legal, shelter, or transitional housing, and other services.
- **Crisis Intervention:** Provide crisis counseling, conflict resolution, safety planning, and exit sessions, as needed, at any of the counseling sites. On occasion, assist "walk in" survivors at the Stand Strong office in San Luis Obispo and/or Grover Beach.
- **Counseling:** Provide individual counseling to assigned clients (adult DV survivors and child abuse survivors 3 years or older); lead groups dealing with DV and related issues for survivors. Ensure that child and teen groups are age- and issue-appropriate. Provide limited conjoint counseling for child clients and the non-offending primary caregiver as requested in order to further the child's treatment.
- **Reporting:** As a mandated reporter, report child abuse, elder abuse, and dependent adult abuse as per state law.
- **Paperwork:** As assigned by the Director of Counseling Services, Clinical Supervisor, and/or Clinical Coordinator, be responsible for all paperwork for grant compliance and treatment planning. Paperwork includes, but is not limited to, clinical notes, treatment plans, client intakes, group rosters, data gathering forms, schedules, advocacy sheets, client satisfaction surveys, etc.

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- Testing: Perform all testing required by grants or requested by the Director of Counseling Services and/or Clinical Supervisor.
- Case Reviews: On a quarterly basis (at minimum), review with the Director of Counseling Services and/or Clinical Supervisor each client's case, update the treatment plan, and determine projected length of treatment and/or termination date.
- Supervision: Attend the number of hours of supervision (group and/or individual) required for the number of client hours as per Board of Behavioral Sciences guidelines.
- Meetings: Attend weekly supervisions for all programs in which counseling services were rendered, departmental, all-staff, and other meetings as required by the Director of Counseling Services, Clinical Supervisor, Associate Director, and Executive Director.
- Trainings: Participate in trainings/conferences as needed and approved to ensure best practices and fulfill grant requirements.
- Other Duties: As assigned by the Director of Counseling Services, Clinical Supervisor, Associate Director, and Executive Director.

### **Qualifications**

- Marriage and Family Therapist, Social Work or Professional Clinical Counselor License, or Associate.
- BA in sociology, psychology or related field.
- MA completed or in progress in Clinical Psychology or other related program.
- Minimum two years' experience working as a therapist in a similar setting with similar population.
- Proficiency in English is required; proficiency in Spanish is preferred.
- Current California Driver's License, personal and current automobile registration and vehicle insurance required.
- Must satisfactorily pass a background check (paid for by employer).
- Completion of California's 40-hour DV training program is required prior to working with clients.
- Written and verbal fluency in English required; additional written and verbal fluency in Spanish preferred.
- Strong understanding of trauma-informed practices.
- Demonstrate cultural competency and awareness in dealing with diverse populations.
- Proficiency with Microsoft Office suite (Word, Excel, PowerPoint, etc.) as well as strong data entry and other computer skills.
- Strong organizational and prioritizing skills.
- Ability to handle sensitive issues with discretion and confidentiality.

### **Stand Strong's Core Values:**

1. **Safety**: We claim an atmosphere of emotional, verbal, and physical non-violence in our workplace and in our programs.
2. **Integrity**: We act with honesty and transparency in all that we do in order to foster collaboration, trust and sustainability.
3. **Confidentiality**: We believe in the importance of protecting private information.

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4. **Survivor-centered:** We hold survivors, their strength and their resilience at the core of all we do.
5. **Empowerment:** We stand with our clients; we don't act or speak for them. We serve them as advocates.
6. **Diversity:** We value inclusion and acknowledge that everybody is different and important. We treat every individual with respect and kindness.
7. **Respect:** We act with professionalism, courtesy, and fairness to empower our clients, our community partners, each other and ourselves.

#### **Please Note**

- All employees who work at Stand Strong are important to the organization's operations. Employees are required to cover for each other during vacation or if someone is out sick, on leave or otherwise unavailable, which means occasionally taking on tasks outside the normal scope of their job.
- Stand Strong employees are required and trained to provide emergency crisis services for domestic violence survivors, their families and friends who ask us to assist them. Providing these services is an organizational requirement and an expectation of all positions at Stand Strong.
- From time to time, employees may be asked to work on special projects, or to assist with other work necessary or important to the operation of your department or Stand Strong. Your cooperation and assistance in these cases is expected.
- Stand Strong provides equal opportunities to all employees, applicants for employment and to clients without regard to race, sex, color, national origin, ethnicity, religion, sexual orientation, gender, pregnancy (childbirth or related medical conditions), age, disability (including HIV and AIDS), military or veteran's status, marital status, medical condition (including cancer and genetic characteristics), gender identity and expression, hairstyles including twists and braids, or any other consideration made unlawful by Federal, State, or local laws.
- This job description is designed to cover the basic requirements of the position, can be revised at any time, and does not change the "at will" status of employment at Stand Strong.
- Some amount of stooping, kneeling, bending, lifting, walking, carrying, and other movements may be required. The position will require extended periods of time sitting and working on a computer keyboard that will involve extensive wrist and hand movement. The employee will be required to perform these movements without risk of injury to themselves or others, or to demonstrate how they can perform the essential functions listed above.

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