



Job Description | Child/Adult Therapist

Position Title: Child/Adult Therapist
Supervisor: Clinical Director
FLSA Status: Exempt

Employment Status: Full-time
Salary Range: Market Rate

Child/Adult Therapist is responsible for providing individual and group therapy to survivors of sexual and domestic violence in our out-patient setting.

Minimum Qualifications:

- Master's Degree in Clinical Social Work, Psychology, Counseling or related field
- Valid Maryland clinical license
- Experience working with children and adult
- Experience working in sexual violence (preferred) or domestic violence programs
- Experience and knowledge of direct behavioral health services, including assessment, treatment, and consultation
- Knowledge of diverse modalities of counseling and diagnostic principles
- Knowledge of, and ability to, apply counseling and diagnostic theories and techniques to a full range of diverse client populations as well as co-occurring disorders
- Belief in a strengths-based approach to human services
- Passion for mission and philosophy of HopeWorks along with the knowledge of company history, culture, identity, and goals
- Excellent oral and written communication skills
- Availability to work at least two evenings per week to meet client needs
- Proficiency in Microsoft Office (Word, Excel, Outlook, PowerPoint) and other computer software
- Native or near-native fluency in Korean, French, Mandarin, Urdu or Spanish (preferred but not required)

Essential Duties and Responsibilities:

CLIENT CARE

- Provide individual and group counseling according to individualized treatment plans and in accordance with professional standards
- Make treatment and social service referrals to appropriate agencies that support client goals
- Create, maintain, and submit accurate records and documents in a timely manner
- Maintain current knowledge of assessment and treatment techniques, criminal justice systems, and community resources using in-service training, seminars, workshops, and publications
- Collaborate with other departments and outside agencies for continuity of care

PROGRAM MANAGEMENT SUPPORT

- Accurately complete client paperwork and compile reports as needed
- Document and communicate all pertinent information/issues to the Clinical Director
- Attend weekly supervision meetings with Clinical Director
- Attend clinical and agency staff meetings
- Maintain clinical license in good standing
- Prioritize the use of best and evidence based practices
- Research programming trends and current practices being used in the field
- Other duties as assigned

Competencies:



Job Description | Child/Adult Therapist

To perform the job successfully, an individual should demonstrate the following competencies to perform the essential functions of this position.

Clinical Skills	Maintains an ethical practice (e.g. awareness of ethical standards and conduct); demonstrates strong client relationships and interpersonal skills (e.g. establishes and maintains rapport, accurately perceives and understands clients, and maintains role boundaries); Recognizes diversity, individual difference, and cultural competency in clinical practice; implements appropriate assessment and intervention strategies; demonstrates competency in general clinical skills including the understanding of concepts, theory, and empirical foundations for practice.
Quality of Work	Maintains high standards despite pressing deadlines; does work right the first time; corrects own errors; regularly produces accurate, thorough, professional work.
Reliability	Personally responsible; completes work in a timely, consistent manner; works hours necessary to complete assigned work; is regularly present and punctual; arrives prepared for work; is committed to doing the best job possible; keeps commitments.
Communication: Oral and Written	Effectively transfers thoughts and expresses ideas orally or verbally in individual or group situations. Speaks comfortably with a diverse array of individuals and groups.
Problem Solving	Identifies and resolves problems in a timely manner as well as skillfully gathers and analyzes information.
Judgment	Displays willingness to make decisions; exhibits sound and accurate judgment; and makes timely decisions.
Collaboration and Teamwork	Supports a positive team environment in which members participate, respect and cooperate with each other to achieve desired results.
Crisis Management	Appropriately handles crisis intervention. Effectively assesses a crisis, including risk of harm to self and/or others.
Planning and Organization	Prioritizes and plans work activities; uses time efficiently; and develops realistic action plans.
Professionalism	Thinks carefully about the likely effects on others of one's words, actions, appearance, and mode of behavior. Selects the words or actions most likely to have the desired effect on the individual or group in question.
Support of Diversity	Treats all people with respect; values diverse perspectives; participates in diversity training opportunities; provides a supportive work environment for a multicultural staff; applies the HopeWorks commitment to cultural proficiency; shows sensitivity to individual differences; treats others fairly without regard to race, sex, color, religion, mental or physical ability, health status, nation of origin, gender identity or expression or sexual orientation; recognizes differences; takes advantage of opportunities to learn and gain by working together; values and encourages unique skills and talents; seeks and considers diverse perspectives and ideas.
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. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is frequently required to stand, sit, walk, speak, communicate and hear. The employee is occasionally required to use hands to finger, handle, or feel; reach with hands and arms; climb or balance; and stoop, kneel, crouch, or crawl. The employee may occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision and ability to adjust focus.

Note: This job description in no way states or implies that these are the only duties to be performed by the employee(s) incumbent in this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by any person authorized to give instructions or assignments. All duties and responsibilities are essential functions and requirements and are subject to possible modification to reasonably accommodate individuals with disabilities.



Job Description | Child/Adult Therapist

To perform this job successfully, the incumbent will possess the skills aptitudes and abilities to perform each duty proficiently. Some requirements may exclude individuals who pose a direct threat or significant risk to the health or safety of themselves or others. The requirements listed in this document are the minimum levels of knowledge, skills or abilities.

This document does not create an employment contract, implied or otherwise, other than an "at will" relationship.

Apply: Applicants must submit a letter of interest and complete resume to:

Pauline Gianoplus, PhD, LCSW-C
Clinical Director
HopeWorks of Howard County
5457 Twin Knolls Road, Suite 310
Columbia, MD 21045
E-mail: PGianoplus@WeAreHopeWorks.org
Fax: 410-997-1397
NO phone calls