

Job Title:	Child and Family Therapist (LMFT, LMFTA, or LMHC)
Reports To:	Counseling Program Manager/Clinical Supervisor
FLSA Status:	Full time/Exempt - Time-Limited – One year (may be extended based on funding), Full Time, Exempt
Department:	Therapeutic Services
Job Classification:	6 – Professional. Starts at \$63,668 and may increase to \$86,132 over time.

SUMMARY

This position is for a Master level therapist interested in working with survivors of domestic violence of all genders and their children. Under the general supervision of the Counseling Program Manager/Clinical Supervisor, the Master Level Child and Family Therapist provides therapeutic, trauma-informed services for adults, children, and families impacted by domestic violence oriented towards healing and building resilience. The role requires a strong understanding of the dynamics of domestic violence, family systems theory, systemic oppression, and the impacts of trauma on family dynamics and human development. This position engages in individual, parent/child and family therapy, crisis intervention, consultation, and facilitation of groups for children, youth, adults, and families.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Provides individual and family therapy and facilitates groups with survivors of Domestic Violence and their children. Services may also include provision of group therapy.
- Maintains a thorough knowledge of best practice therapeutic techniques and clinical interventions for mental health and trauma-induced needs of clients and their children, with a focus on trauma-informed care, increased resiliency, and empowerment.
- Applies ethical standards of practice – including AAMFT (American Association for Marriage and Family Therapy) Code of Ethics, NASW (National Association of Social Work) Code of Ethics and/or equivalent ethical code per licensure/professional affiliation.
- Implements policies, procedures, and safety measures for Survivors of Domestic Violence in accordance with all applicable Revised Code of Washington (RCW) and Washington Administrative Code (WAC) standards and all other federal, state, and local statutes. for clients, including trauma-informed and antiracist practices that build belonging and inclusion, and are approached with cultural humility.
- Maintains a caseload of individual, parent/child, and family clients as determined with Clinical Supervisor.
- Participates actively in weekly individual and group supervision with Counseling Program Manager/Clinical Supervisor.
- Works with clients on self-efficacy skills and builds clients' empowerment to navigate other services and systems within and outside of the YWCA. Collaborates and partners with other YWCA programs to support client needs and provide holistic support.
- Provides initial client screening for counseling services and provides relevant resources and referrals with the support of Clinical Supervisor.
- In partnership with Children's Program Manager and Children's Advocates, leads curriculum development, implementation, and facilitation of Skill Builders, a weekly therapeutic group for youth ages 6-12 that focuses on the identification of client strengths, resiliency, and skill-building to address the needs of youth impacted by domestic violence. As needed partners with parents in supporting the social, emotional, and developmental needs of children attending the group.
- Promotes and models safety, healthy relationships, resilience, productive skill-building, and positive choices.
- Provides support and mentorship to clinical interns as guided by Counseling Program Manager/Clinical Supervisor and supports intern recruitment.

- Attends weekly Children's Program case management meeting, and monthly Therapeutic Services meetings to maintain strong working relationships between the Children's and Counseling Programs.
- Provides consultation, training, and information to YWCA program staff about mental health issues and appropriate interventions, resources, and referrals so that they can better understand and support their client's needs.
- Ensures that appropriate documentation and record-keeping is maintained, including progress notes, client files, hours of service, and demographic statistics following the highest clinical and confidentiality standards.
- Participates as a presenter/educator on the issue of the Impacts of DV (Domestic Violence) on Children for the Domestic Violence Victims' Services Training, Insights support group, and community groups. Also provides education on related topics on behalf of the YWCA, as needed.
- Contributes to the maintenance, cleanliness, order, and beauty of all program spaces.
- Attends monthly All YWCA staff meetings and mandatory staff training in partnership with Department Director and Clinical Supervisor, designs new services and interventions to meet identified needs of client families.
- Adapts to changing program needs and is available to work a flexible schedule, including evenings, as needed with support of Clinical Supervisor.

This is a general description of the responsibilities of this position; other duties may be assigned or changed over time as the program warrants.

KNOWLEDGE, SKILLS, AND ABILITIES

- Strong knowledge and implementation of ethical standards of practice – AAMFT (American Association for Marriage and Family Therapy) Code of Ethics and/or equivalent ethical code per licensure/professional affiliation.
- Ability to understand and apply policies, procedures, and safety measures, in accordance with applicable Revised Code of Washington (RCW) and Washington Administrative Code (WAC) standards.
- Ability to successfully perform the essential functions involved in clinical counseling, including but not limited to assessment and diagnosis, rapport-building, confidentiality, development of therapeutic goals and treatment plans, maintenance of healthy professional and personal boundaries, crisis management, consultation, and record-keeping in a trauma-informed way.
- Understands and considers client/client family's intersecting identities and how these identities impact mental health. Provides integrated care that addresses client needs in a consistent and responsive way.
- Consistently cares for own wellness and Self of Therapist development in partnership with Clinical Supervisor.
- Understands family dynamics and the impacts of DV on those dynamics.
- Knowledge of trauma impacts on human development, including both personal and institutional/system trauma.
- Knowledge of relevant community resources and understanding of social systems.
- Engage clients in alignment with an empowerment model, considering the client/client's family's intersecting identities and their impact on their experiences of domestic violence.
- Capacity to work collaboratively and as part of a team and build relationships to work with a diverse group of people.
- Ability to draft routine reports and correspondence.
- Ability to effectively deal with crisis situations and apply agency policies and procedures to varied situations.
- Ability to make sound ethical decisions and consult as needed.

- Ability to prioritize, plan, and solve practical problems.
- Commitment to continued professional growth and education in the mental health field.
- Commitment to YWCA vision, mission, and values.
- Proficiency in Microsoft Office software.

REQUIRED EDUCATION AND EXPERIENCE

- Master's degree in marriage/couple and family therapy, clinical mental health counseling, or related field
- Minimum of one year of experience working with clients who have experienced family violence or working with individuals and family systems experiencing interpersonal trauma in a clinical context
- Trauma-focused education and training or equivalent experience required.

CERTIFICATES, LICENSES, REGISTRATIONS

- Master's Level Therapist designation in Washington State, full (LMFT, LMHC) or associate licensure (LMFTA or LMHCA). Clinical Supervision that meets the Washington State Clinical Supervision and AAMFT Supervision requirements provided.
- CPR and First Aid Certification preferred

OTHER QUALIFICATIONS

- Acceptable criminal history record
- Maintenance of continuing education and licensure requirements as required by best practices and Washington State regulations for their professional licensure
- Completion of required onboarding and training within first 90 days of employment; completion of required domestic violence victims' services training within first year.

SUPERVISORY RESPONSIBILITIES

This position has no supervisory responsibilities.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodation may be made to enable people with disabilities to perform the essential functions of this position

While performing the duties of this job, the employee is occasionally required to stand; walk/move; sit; use hands—fingers, handle, or feel; reach with hands and arms; climb or balance; bend, kneel, crouch, or crawl; talk or hear; and taste or smell. The intern must occasionally lift and/or move up to 40 pounds. Specific vision abilities required by this job include close vision, depth perception, and ability to adjust focus.

The noise level in the work environment is usually low to moderate.