

Therapist Associate

Position: Therapist Associate

Wage: \$28.15-\$30.15

Reports to: Clinical Manager

FLSA Status: Non-Exempt

Location: Visalia, CA

Supervises: N/A

Department: Counseling Services

Language: English/Spanish preferred

About Family Services: We are a private nonprofit organization, founded in 1983. Family Services helps children, adults, and families heal from violence and thrive in healthy relationships. We serve victims of domestic violence, sexual assault, human trafficking, child abuse, and other trauma through shelter, mental health services, and comprehensive support services. Our prevention programs also help stop the cycle of abuse. We are a private, nonprofit organization working to build a community of safe homes, safe relationships, and safe children—which means a safer, healthier community for everyone. Family Services offers salary and highly competitive benefits (medical, dental, vision, life, vacation, sick, retirement), commensurate with experience and skills. Family Services is highly committed to diversity and a workplace environment that respects, appreciates, and values employees from all backgrounds. Learn more: www.fstc.net.

Summary: The therapist works independently, resolves problems based on past precedent; exercises judgment in interpreting guidelines and applicability; and ensures deadlines are met. The therapist plans and carries out various stages of a project by selecting and pursuing approved methods and techniques as appropriate. Assignments are reviewed for quality and compliance with established policies and procedures.

Role Assignment: The current assignment is to provide therapeutic services to adults and children. This assignment will include facilitating Batterer's intervention and Child Abuse Intervention classes for clients referred by partner agencies. The therapist will work with a variety of clients from our Domestic Violence, Sexual Assault, Human Trafficking, Supportive Housing, Co-Parenting Groups, Child Abuse, and HIV programs. The assignment will also include participating in individual as well as group supervision. The therapist will be responsible for completing assessments, writing case notes and treatment plans in our client database, and completing all documentation as required by the agency and program. This will require some travel throughout Tulare County.

Primary Responsibilities:

Clinical Services:

- Conduct individual and group therapy sessions for survivors of domestic violence, sexual assault, and child abuse.
- Facilitate group sessions for individuals who have been ordered or volunteered to complete 52 weeks of Batterer's Intervention. adhering to evidence-based practices and program guidelines.
- Focus group members on personal responsibility for abusive behaviors. Ensures that the group, tone, content, and methods reflect the principle of holding perpetrators accountable for their actions.
- Use an array of educational, and counseling techniques to help clients confront abuse and its origins, and how to learn and practice tools that are being taught.
- Provide crisis intervention and stabilization services as needed.

Assessment and Treatment Planning:

- Perform comprehensive clinical assessments for new clients, including psychosocial evaluations and risk assessments.
- Develop and implement individualized treatment plans based on assessment findings, client needs, and best practices.

- Review literature and attend training to maintain current knowledge of evidence-based practice and research on diagnosing and treating DSM-5 disorders and conditions.

Documentation and Reporting:

- Maintain accurate and timely documentation of all client interactions, treatment plans, progress notes, and case management activities in compliance with agency policies and professional standards such as confidentiality.
- Enter all notes and interactions in the client database system within 48 hours.
- Prepare required quarterly and annual reports.
- Prepare required reports and documentation for court appearances, when necessary.

Collaboration and Coordination:

- Collaborate with internal and external stakeholders, including case managers, social workers, law enforcement, and legal professionals, to ensure coordinated care and support for clients.
- Participate in multidisciplinary team meetings to discuss case progress and treatment strategies.
- Assist with program marketing or outreach.
- Work as an effective team member; function independently and exercise sound judgment and initiative. Work effectively with managers, co-workers, members of the public, and professional groups; to manage and coordinate activities and projects.

Training and Education:

- Provide training and education to staff, clients, and community partners on topics related to domestic violence, trauma, and intervention strategies.
- Stay informed about current research and developments in the field of domestic violence and batterers intervention through ongoing professional development.
- Review literature and attend training to maintain current knowledge of evidence-based practice and research covering theory, treatment, dynamics, and effects of trauma, abuse, exposure to violence, and other adverse childhood experiences on child and adolescent functioning and development.
- Attend clinical supervision sessions and maintain continuing education units as required.
- Applies new techniques and principles gained from reading professional literature and collaborates with other professionals; devises or adapts assessment and treatment techniques for various situations.

Advocacy:

- Advocate for the needs and rights of survivors within the agency and the broader community.
- Counsels clients and/or their families to facilitate achieving service plan goals, developing life skills, conducts activities, and monitors the service environment in a manner to maximize client success and well-being.
- Assist clients in navigating community resources and accessing additional support services.
- Meet or interface with school personnel, CWS, other collateral contacts, systems or agencies that impact the client to include participation in multi-disciplinary or inter-agency meetings.
- Applies new techniques and principles gained from reading professional literature and collaborates with other professionals; devises or adapts assessment and treatment techniques for various situations.

Other Responsibilities:

- Maintain knowledge and comply with the Child Abuse and Neglect Reporting Act (CANRA) & other reporting laws that supersede client confidentiality.
- May refer clients to other emergency assistance providers.
- safely perform all tasks to avoid injury to self and others.
- Adhere to agency policies and protocols and codes of ethical and legal standards of the profession.
- Adherence to policies related to HIPAA, confidentiality, information sharing, and appropriate use of the agency-client database and all printed or digital material.
- Be available to accept new assignments as needed.
- Performs other duties and assumes other responsibilities as assigned by the supervisor or Leadership Team.
- Follow federal, state, and local legal guidelines for evidence-based and best practices.
- Follow license criteria when licensure applies and update human resources.

Qualifications:

- **Education:** Master's degree from an accredited social work, counseling, or psychology program with an emphasis on clinical practice.
- **Licensure:** Applicants must be registered with the Board of Behavioral Sciences as an Associate Clinical Social Worker, Associate Marriage and Family Therapist, or Associate Professional Clinical Counselor. Employees who

fail to maintain registration are subject to dismissal from employment or transfer/demotion to an appropriate position at the discretion of the Clinical Manager and HR team. Those applicants holding out-of-state licenses as Psychologists, LCSWs, LPCC's and LMFTs must apply for licensure with the California Board of Psychology or the California Board of Behavioral Science Examiners and apply for a waiver through the California Department of Health Care Services. Such applicants would be required to obtain licensure within three years of employment. Incumbents who fail to obtain licensure within three (2) years of employment are subject to dismissal from employment or transfer/demotion to an appropriate position at the discretion of the Clinical Manager and HR team.

- **Experience:** One year of client services or case management, preferably in a social service or health-related agency. Ability to communicate effectively with a diverse audience. Knowledge of social work and counseling practices and techniques, including crisis prevention and intervention. Must have experience with Microsoft Office Suite & ability to work on online platforms. Strong understanding of the dynamics of domestic violence and trauma-informed care. Proficiency in clinical assessment, treatment planning, and therapeutic intervention techniques. Excellent communication, organizational, and documentation skills. Ability to work collaboratively within a multidisciplinary team. Must demonstrate compassion, especially when clients are experiencing complex issues or in crisis. Must demonstrate cultural competence, to understand and value clients' unique values and perspectives.
- **Language:** Bilingual/bicultural in English/Spanish is preferred
- **Transportation:** California Driver's License, availability of automobile for business use, and at least minimum auto liability insurance as required by law.
- **Additional Requirement:** Must receive clearance from the Department of Justice Criminal Record Offender Information database.

Physical Demands & Working Environment:

- **Environment:** Standard office; temperature-controlled; occasional travel from site to site; occasional exposure to the sun, moderate heat, noise, dust, and fumes; stressful calls/situations. Requires the kind of teamwork, supervision, and personal interaction, that cannot be had in a home office situated on a regular base; therefore, regular and predictable on-site attendance is a job requirement.
- **Physical:** Primary functions require sufficient physical ability to work in an office setting and field environment including occasional travel to various locations; sitting for prolonged periods; standing for brief periods; climbing 3-5 stairs; operate modern office equipment. Work requires lifting, stooping, bending, stretching, walking, standing, pushing, pulling, reaching, and other physical exertion. Lift to 25 lbs.
- **Vision:** See in the normal visual range with or without correction; vision sufficient to read computer screens and printed documents and to operate the equipment.
- **Hearing:** Hear in the normal audio range with or without correction.
- **REASONING ABILITY:** Ability to solve practical problems and deal with a variety of concrete variables in situations. Requires formulating the combination of overall job functions to address highly diverse or novel situations requiring new concepts and imaginative approaches to a wide range of intellectual and practical problems. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

The above statements are intended to describe the general nature and level of work being performed by the person assigned to this job. Family Services is an Equal Employment Opportunity Employer. The conditions described above must be met by an employee to successfully perform the job's essential functions. Reasonable accommodations may be made to enable individuals with disabilities to perform essential job functions and should be requested formally with human resources.

To Apply: Complete our online application at www.fstc.net/who-we-are/careers/ or download and submit an employment application with a resume and cover letter by e-mail: hr@fstc.net