

Crisis Center
Therapist (LCSW, LPC, LMFT) Job Description
Elizabeth, CO and Northern Douglas County (confidential location)

Position Summary: Provide direct services to victims of domestic violence to promote prevention of domestic violence. Services include crisis intervention, intake services, individual and group therapy, advocacy, referrals, and follow up. This full-time (40+ hours per week), salaried, exempt position and is supervised by the Clinical Program Manager. The Crisis Center is seeking candidates that have formal training/certification in play therapy and/or EMDR.

This position requires a person to split time between two (2) office locations. Three (3) days in Elizabeth (Elbert County) and two (2) days in Northern Douglas County (confidential location). Due to COVID-19, the majority of time staff are working remotely, providing tele-therapy services. In September 2020, staff began returning to the office on a rotating schedule. For the majority of staff this is 1-2 days a week, with limited in-person meetings with clients, if requested by clients. The Crisis Center follows the guidelines of the State of Colorado COVID-19 dial as it relates to the number of staff in the office.

Duties and Responsibilities: Although all areas are addressed, duties may be added or deleted as deemed necessary for the proper functioning of the Crisis Center as decided by Clinical Program Manager, Director of Programs and Executive Director. All services provided by the Crisis Center are free for clients- no medical or insurance billing requirements.

Key Responsibilities:

1. Provides crisis intervention, determines eligibility for therapeutic services, completes intake, and completes assessments with clients requesting therapeutic services.
2. Provides individual and group therapy to adult and child clients in an out-client setting. May also provide family therapy when appropriate. 70% of a clinician's hours will be spent providing direct client services (therapy), with some adjustments for the make-up of one's caseload and/or other assigned duties.
3. Provides advocacy and follow up services as liaison between local agencies and clients; adheres to Colorado mandatory reporting laws as it pertains to children, at risk adults (developmentally or intellectually delayed), and/or elder abuse.
4. Provides clients with information and referrals to other programs and services to address needs.
5. Works collaboratively with other team members (legal, community and/or shelter advocates) to meet the needs of clients being served.
6. Responsible for case management, treatment planning, assessing need for further services, and discharge planning.
7. Provides termination and follow up services to clients on an individual basis.
8. Maintains complete client files, including standard forms and progress notes in web-based client management system.
9. Completes monthly and quarterly statistical reports.
10. Insures that proper safety precautions and security procedures are followed.
11. Recommends additional program development as needed.
12. Supervise clinical interns as needed.
13. Provides training, direction and supervision to direct service volunteers.
14. Attends staff meetings, clinical meetings, and group consultation.
15. Rotates on-call duties (during the week, weekends and/or holidays) with other staff members.
16. 40 hours a week/2 evenings (at least 4 hours scheduled after 5 p.m.) required.
17. Other duties as assigned

Education: Master's degree in a mental health field. Licensed LPC, LCSW or LMFT preferred. ** Will consider candidates who are within one year of obtaining LPC, LCSW and/or LMFT licensure. Unlicensed candidates will be expected to apply for licensure within one year of hire date. Prefer candidates with formal training/certification in Child's Play Therapy and/or EMDR, but not required.

Experience/Requirements:

- Two years', post graduate experience, in a human service, preferred
- Registered with Colorado Department of Regulatory Agencies (DORA) as LPC, LCSW or LMFT.
- 2 years crisis intervention, group and individual therapy experience required.
- Experience with domestic violence and play therapy, with strong knowledge of trauma informed care and empowerment models.
- Basic computer skills, with working knowledge of Microsoft Word, Outlook and Excel.
- Ability to complete tasks with minimal supervision and to carry out assignments with limited direction.
- Ability to work independently and as part of team to deliver services.
- CPR and First Aid Certification, preferred.
- Excellent written, verbal and organization skills.
- Bi-lingual, Spanish Speaking preferred

Hiring Requirements:

- Must pass background check, including Colorado Bureau of Investigation (fingerprint) and Colorado TRAILS.
- Most hold a valid Colorado State Driver's License and provide proof of insurance. This position may require use of personal vehicle to transport clients. Must be considered an approved driver by Crisis Center, and as directed by agency insurance provider.

Salary: \$46550 for unlicensed (LPCC, MSW, LMFTC); \$50,590 for licensed (LPC, LCSW, LMFT). Additional compensation provided if candidate holds a certification in EMDR or Synergetic/Child Play Therapy. Salary differential bilingual Spanish speaking. This is a full-time, salaried, exempt position.

Benefits: Medical, vision and dental benefits eligible, paid time off, yearly training allowance. If candidate does not have training in EMDR or Child Play Therapy, the Crisis Center is willing to negotiate payment for training and supervision towards certification. This would require a candidate to sign an Educational/Training Reimbursement Agreement.

** Regarding clinical supervision towards licensure, the Crisis Center may be able to offer on-site supervision to unlicensed personnel, in the event the Crisis Center has a staff who meet the requirements to provide the necessary supervision. If on-site supervision is not available, the agency is willing to negotiate options for outside supervision.

NOTE: This job description is not intended to encompass all functions and qualifications of this position; rather, they are intended to provide a general framework for the position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by a person authorized to give instructions or assignments. All duties and responsibilities are essential functions and requirements to the work of the Crisis Center and are subject to possible modifications to reasonably accommodate individuals with disabilities. Crisis Center is an Equal Opportunity Employer.

Equal Opportunity Employer

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at the Crisis Center will be based on merit, qualifications, and abilities. The Crisis Center does not discriminate in employment opportunities or practices on the basis of race, color, religion, creed, sex, marital status, age, national origin, sexual orientation, gender variance or identification, veteran status, age over 40, disability, economic status, and/or any other characteristic protected by law. It is our policy to maintain a non-discriminatory environment, free from intimidation, harassment or bias based upon these grounds.

(updated 1/2021)