



HUMANIDAD
Therapy & Education Services
HUMANIDADTHERAPY.ORG

Trainee Job Description

Mission Statement:

Humanidad's mission is to strengthen the lives of the Latinx community by increasing access to and utilization of community mental health resources. We transcend barriers and reduce stigma by providing culturally proficient therapist training, inclusive community education, and bilingual therapy services.

Core Values:

Compassion – We serve our community, beyond the Latinx community, with commitment and dedication. **Culture** – We respect and honor all cultures.

Integrity – We take great pride in providing high-quality services.

Heart-Driven – We do the work because we love the work.

Who We Are:

Humanidad is based in Santa Rosa. We provide psychotherapy and psychoeducation. We are a mental health training program for Associate Clinical Social Workers, Associate Marriage and Family Therapists, and Associate Licensed Professional Clinical Counselors. In addition to psychotherapy services for individuals, couples, families, and group therapy, we offer psychoeducation workshop presentations in the community. Since 2016, Humanidad has been a thought partner in the California Reducing Disparities Project, a membership that comes with a grant award from the California Department of Public Health. Locally, Humanidad is at the forefront of mental health equity. Humanidad's mental health training program is unique in that we offer clinical supervision as well as mentorship. The mentorship is around developing as an individual in the profession. If you are interested in being a part of a rich and creative learning environment, have a passion for cultural equity, and are happy to work independently as well as part of a team we want to hear from you!

Reports to: Clinical Supervisor

Compensation: Based on experience

Language Skills: Bilingual English/Spanish

Exempt: No

Location: Main Office, Assigned site, and remotely

Hours: 20

Essential Functions or Responsibilities:

- Providing one on one therapy in North Sonoma County.
- Provide structured group facilitation for children, adolescents, and adults at community-based programs.
- Trainees are expected to manage their client caseload and complete monthly educational training.
- Attend agency meetings; clinical training (s), seminars, and retreats, that will improve and develop their clinical competencies, skills, and experience.
- Work collaboratively with the Clinical Supervisor, meeting weekly and as needed to fulfill hours for BBS approval.
- Demonstrate a willingness to explore and understand cultural competencies for addressing therapeutic alliance and developing client treatment goals. Including a willingness to self-evaluate one's own understanding both of the helping role and process of use of certain modalities in working with diverse clients.
- Maintain client records as part of the standard of care. Document and keep current and updated



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electronic charts of each client. And follow all agency policies with completing assessments, diagnosis, and development of treatment plans.

- Manage and document all legal/ethical mandates for reporting a child, spousal, or elder abuse, and follow BBS reporting protocol on the advice of the clinical supervisor.
- Perform crisis intervention and counseling services as required using evidence-based methods and trauma-informed, humanistic, and family system approach.
- Maintain a flexible work schedule that may vary due to the current remote and in-person services. Ability to work both morning and evening hours.
- Work collaboratively in a team environment while maintaining accepted professional standards of clinical practice
- Maintains a high level of client engagement and meets productivity standards as directed by their Clinical Supervisor and Clinical Director.
- Establish cooperative effective and productive casework relationships with school staff, agency administration, youth, families, teachers, and community professionals.
- Provide Community and group Convivencias per year.
- Other duties as assigned

Supplemental Qualifications

- The candidate who possesses the following skill(s) is preferred over an otherwise equally qualified candidate:
- Bilingual English/Spanish
- Experience as a group facilitator, and/or in crisis intervention and/or social work

Education Requirements

- 12 semester or 18 quarter units of coursework in a qualified MFT, SW, or PCC program in the state of California

Other duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

Work environment

In the work office setting the voice level is moderate.

Physical Demands

The employee is frequently required to walk; use hands to finger, handle, or feel; and reach forward with hands and arms. The employee is occasionally required to sit and stoop, kneel, or crouch. The employee must frequently lift and/or move up to 25 pounds.

Humanidad Therapy & Education Services is an Equal Opportunity Employer.

The employee is expected to adhere to all company policies while employed.

The signature below indicates the understanding of the requirements, essential functions, and duties of the