

# Associate AMFT, ASW, ALPCC

## Job Description

### **Mission Statement:**

Humanidad's mission is to strengthen the lives of the Latinx community by increasing access 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 a part of a team—we want to hear from you!

**Reports to:** Clinical Supervisor

**Compensation:** Based on experience - \$30 - \$35

**Language Skills:** Bilingual English/Spanish Preferred or Required? Below mention is preferred

**Exempt:** No

**Location:** School Based and main office

### **Summary of the position**

Provide culturally relevant and sensitive therapeutic services to Humanidad's clients. Support Humanidad's mission and work to improve the emotional well-being of the community. Through the guidance of your clinical supervisor and the weekly 1:1 experience with clients, you will develop communication skills, learn psychodynamic interventions, and learn how to conceptualize your clients with depth-oriented training with an emphasis on strength, relational and family systems approaches in serving clients from diverse backgrounds. Under supervision, learn to explore and understand cultural competencies for addressing therapeutic alliance towards supporting your client's physical, emotional, spiritual, and mental well-being. In this role, you will work directly with clients to actively listen to problems and concerns and assess collaboratively goals for treatment. This role also requires leading and co-facilitate groups both structured and process-oriented with other members of our team..

### **Essential Functions or Responsibilities:**

- Providing 1:1 at a school-based setting main office and other locations as needed
- Provide structured group facilitation for children and adolescents at school-based programs.
- Associates are expected to manage their client caseload and complete monthly educational

training. Tracking their hours of training per month by keeping a log that the clinical supervisor will review.

- Attend agency meetings; clinical training (s), seminars, and retreats, that will improve and develop the clinical competencies, skills, and experience.
- Work collaboratively with the Clinical Supervisor, meeting weekly and as needed to fulfill hours for Board of Behavioral Science (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 understanding of both the helping role and the 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 electronic charts of each client. And follow all agency policy with completing assessments, diagnosis, and development of treatment plans.
- Manage and document all legal/ethical mandates for reporting of 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 approaches.
- Maintain a flexible work schedule that may vary due to the current client needs. 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.
- Support at least two or three mandatory Community and group Convivencia 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.

### **Education Requirements**

- Current BBS registration as an AMFT, ASW, ALPCC in the state of California.

### **Required Skills/Abilities:**

- Strong verbal and written communication skills.
- Compassionate and empathetic with a strong ability to establish and build trust.
- Excellent listening skills.
- Ability to remain calm and reassuring in tense situations and to de-escalate arguments.
- Organizational skills required to manage complex, deadline-driven paperwork including billing and insurance claims.
- Proficient with Microsoft Office Suite, Google docs and sheets or related software.
- Thorough understanding of applicable ethical codes and standards.

### **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 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. Prolonged periods sitting, listening, and observing or working on a computer.

Humanidad Therapy & Education Services is an Equal Opportunity Employer.

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