



Clinical Therapist Position Description

The Orange County Rape Crisis Center's mission is to stop sexual violence and its impact through support, education, and advocacy. We envision a just and equitable world free of sexual violence and all other forms of oppression. Our values include professionalism, excellence, accessibility, social justice, community involvement, self-care, and empowerment.

The **Clinical Therapist** position is considered full time, exempt in accordance with the Fair Labor Standards Act, and requires regular hours as well as frequent evenings and weekends.

Responsibilities:

1. In-House Therapy Program

- Assist in the design and review of policies, protocols, and structure of the Therapy Program, including the Intern Support Program
- Build relationships with other organizations to provide information about therapy services.
- Create and monitor systems for client intake and scheduling.
- Train and provide ongoing clinical supervision to graduate student interns.
- Provide direct therapy services to English- and if possible, Spanish-speaking clients.
- Disseminate client surveys to evaluate services.

2. Client Support

- Provide staff-on-call (SOC) cell phone coverage, crisis response coverage, and direct client assistance.
- Conduct client follow-up via phone and email.
- Work with volunteers on the follow-up and case management of clients as needed.
- Conduct intake and assessment of support group participants and facilitate support groups as needed.

3. Program Development

- Develop relationships with community providers to find appropriate community referrals for OCRCC clients
- Serve as a resource for community members who speak Spanish, if possible.
- Lead outreach efforts to facilitate services and provide information about the Center and the Therapy Program with university, community, religious and other groups

4. Maintain appropriate, timely, and well-organized programmatic records.

5. Work as a team member with other staff members and volunteers in order to achieve the mission of the Center, including providing direct client services, community outreach programs, special event assistance, and professional training when needed.

6. Complete all relevant tasks and trainings as required by the Client Services Director.
7. Maintain appropriate standards of confidentiality.

Qualifications Required:

1. License in social work (LCSWA, LCSW, LPCA, LPC, LMFTA, LMFT) or other related field (must be licensed in the state of North Carolina).
2. Minimum of one year of experience in sexual assault services, counseling, or related field.
3. Demonstrated effectiveness in communicating ideas clearly, both verbally and in writing.
4. Strong organizational and problem-solving skills.
5. Demonstration of cultural awareness, sensitivity, and competency.
6. Experience working with people from diverse backgrounds.

Qualifications Preferred:

1. Bilingual in Spanish and English.
2. Experience working with crisis issues on an emergency, on-call basis.
3. Familiarity with community resources available for survivors of sexual violence.
4. Experience working with teams and building coalitions around issues, with a knowledge of empowerment- or strengths-based practice.

Reports to: The Client Services Director of the Orange County Rape Crisis Center.

Hiring Range: Dependent upon education and experience. The hiring range is \$40,000-\$50,000.

Benefits: Health, life, and dental insurance; retirement investment plan; and a generous vacation and sick leave package.

The Orange County Rape Crisis Center is committed to fostering the leadership of people of color, Native people, immigrants and refugees, low-income people, LGBTQ+ and trans people, people with disabilities, survivors of sexual and/or domestic violence, and people living in the many intersections of these experiences. We strongly encourage people from these communities to apply and will not discriminate on the basis of race, ethnicity, color, socioeconomic class, gender identity, gender expression, sexual orientation, sex, religion, disability status, citizenship status, age, veteran status, or national origin.*