



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. The therapy program prioritizes low-income and un-under-insured clients facing significant barriers to accessing trauma-informed mental health care in their community.

Responsibilities:

1. *Direct Service*

- Provide direct therapy services to adult and adolescent survivors of sexual violence, expected caseload ~20 clients.
- Maintain expertise in culturally relevant and appropriate services for underserved populations. Including: survivors of color, LGBTQIA+ survivors, immigrant and refugee survivors, survivors with disabilities, etc.
- Train and provide ongoing clinical supervision to graduate student interns.
- Disseminate client evaluation surveys to evaluate services
- Maintain accurate clinical documentation/ records
- Create and facilitate one closed clinical therapy group twice a year (Fall and Spring)
- Conduct client follow-up via phone and email.
- Work with volunteers on the follow-up and case management of clients as needed.

2. *Program Development*

- Provide client outreach for mental health services to underserved populations.
- Serve as a resource for community members who speak Spanish, if possible

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

4. 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.

5. Complete all relevant tasks and agency related trainings as required

6. Maintain appropriate standards of confidentiality.

Qualifications Required:

1. LCSW or LCSWA (must be licensed in the state of North Carolina).
2. Minimum of one year of experience in sexual assault services, mental health counseling, or related field.
3. Demonstrated effectiveness in communicating ideas clearly, both verbal and written.
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. Experience and/or training in working with children/adolescents in a clinical setting.
2. Bilingual in Spanish and English
3. Experience providing mental health services to the underserved communities
4. Experience working with crisis issues on an emergency, on-call basis.
5. Familiarity with community resources available for survivors of sexual violence.
6. 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.

Funding: The Clinical Therapist is considered a permanent staff position and is funded through the NC Governor's Crime Commission VOCA grant program, renewable on a biannual basis.

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.