



**YWCA Northern New Jersey  
Job Description**

**Job Title: Clinician**

**Status: Full-Time**

**Supervisor's Title: Clinical Supervisor**

**Department: Healing SPACE**

**Salary Range: \$60,000 – \$67,000 per year**

**To Be Completed by Human Resources**

**Job Code:**  
**Grade:**  
**FLSA Status: Non-Exempt**

**Job Summary**

The Clinician is responsible for providing outpatient mental health services to survivors of sexual violence and their non-offending family members. The Clinician will provide services including crisis-intervention and trauma-focused psychotherapy in individual, family, and group modalities. This involves conducting semi-structured biopsychosocial assessment using DSM-V diagnosis, suicide assessment, and trauma-focused evaluation tools, continuous person-centered treatment planning, evidence-based treatment approaches, progress evaluations, and termination services with clients. Services will be provided in-person and via telehealth. This position will work in collaboration with the Counseling Department and healingSPACE staff to support coordination of holistic services.

This position is full time (35 hours) hybrid.

**Key Responsibilities**

- Provide outpatient counseling services to adult and adolescent survivors of sexual violence, utilizing evidence-based treatment approaches to support survivors in the healing process.
- Provide culturally sensitive outpatient counseling services to non-offending family members in an effort to assist in addressing the impact of the trauma on the family unit, including psycho-education and emotional support services to the family unit.
- Be responsible for completing accurate and timely records utilizing an electronic health record, including assessments, treatment plans, treatment notes, reports, and case closings.
- Provide for and facilitate support groups for survivors of sexual violence and/or their loved ones.
- Provide information, verbal and written, to survivors of sexual violence regarding reporting, prosecution, rights and compensation for themselves and their families.
- Serve as an advocate to survivors of sexual violence and their families, as clinically indicated.
- Compile and maintain statistics of clinical services provided that are required for programmatic reporting required by funding sources.
- Participate in clinical staff meetings, trainings, staff retreats, and awareness events as needed.
- Function in accordance with agency mission, standards, policies and procedures.
- Participate in all Sexual Assault Center Services as assigned (e.g. Sexual Assault Awareness Month, Community Awareness Activities, Volunteer Training, etc.).
- Other duties as assigned by the Clinical Supervisor and Program Director.

**Qualifications**

- Must be licensed LSW, LAC, LCSW, or LPC possessing a Master's Degree in Social Work or Counseling.
- 40+ hours of sexual violence training preferred or should be completed within 90 days of hire.
- Minimum of 1 year trauma specific experience working with survivors of sexual assault or working victim advocacy and victim advocacy services is strongly preferred.
- Bilingual Spanish preferred.

- Required to have proficiency utilizing an electronic health record, videoconferencing, and Microsoft office suite.
- Required to have at minimum 2 evening hours (after 5pm) and 2 in office work days.

### **Knowledge, Skills and Abilities**

- Thorough clinical assessment and individual and group therapy training and graduate-level coursework.
- Knowledge of modalities and best practices in provision of counseling to survivors of sexual violence as well as understanding of trauma and PTSD.
- Knowledge of county processes & resources
- Demonstration of cultural awareness, sensitivity, empathy, and a commitment to social justice.
- Strong public speaking skills.
- Ability to manage a caseload of approximately 25+ clients, multitask and prioritize workload.

### **Core Competencies**

- **Behave Ethically:** Understand ethical behavior and business practices and ensure that own behavior and the behavior of others is consistent with these standards and aligns with the values of the organization.
- **Build Relationships:** Establish and maintain positive working relationships with others, both internally and externally.
- **Communicate Effectively:** Speak, listen and write in a clear, thorough and timely manner using appropriate and effective communication tools and techniques.
- **Creativity/Innovation:** Develop new and unique ways to improve operations of the organization and to create new opportunities.
- **Focus on Client Needs:** Anticipate, understand, and respond to the needs of internal and external clients to meet or exceed their expectations within the organizational parameters.
- **Foster Teamwork:** Work cooperatively and effectively with others to set goals, resolve problems, and make decisions that enhance organizational effectiveness.
- **Make Decisions:** Assess situations to determine the importance, urgency and risks, and make clear decisions which are timely and in the best interests of the organization.
- **Organize:** Set priorities, develop a work schedule, monitor progress towards goals, and track details, data, information and activities.
- **Plan:** Determine strategies to move the organization forward, set goals, create and implement actions plans, and evaluate the process and results.
- **Solve Problems:** Assess problem situations to identify causes, gather and process relevant information, generate possible solutions, and make recommendations and/or resolve the problem

### **Benefits**

#### **What We Offer:**

- Flexible Work Schedule and Hybrid Work Model
- Medical, Dental, Vision, FSA
- 403 (b)
- Employee Benefits Perks Program
- Voluntary Benefits
- Learning & Development Opportunities
- Professional Work Environment
- Mission Driven Organization

YWCA is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all.

YWCA Northern New Jersey is an Equal Opportunity Employer committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, and service partners. Therefore, YWCA Northern New Jersey does not discriminate against applicants or employees because of their age, color, disability, ethnicity, gender, gender identity or expression, marital status, citizenship, national origin or ancestry, race, religion, sexual orientation, genetic information, domestic violence victim status, familial status, military or veteran status or on any other basis prohibited by law.

**Please submit resumes to:** [ywjobopportunities@ywcannj.org](mailto:ywjobopportunities@ywcannj.org). Only qualified applicants considered for the position will be contacted. Thank you for your interest.