



Job Description | Clinician, FT

Position Title: Clinician
Supervisor: Clinical Director
FLSA Status: Exempt

Employment Status: Full Time
Salary Range: \$54,000 - \$56,000
(Salary is dependent on licensure)

The **Clinician** is responsible for providing trauma-informed individual and group therapy to adult, adolescent and child survivors of sexual violence, intimate partner violence and human trafficking, adult survivors of child abuse and child witness to intimate partner violence. Clinical services at HopeWorks are provided in-person and virtually. This position ranges widely in duties and responsibilities and is ideal for a reliable, flexible, and energetic professional.

HopeWorks is a nonprofit agency with a mission to support and advocate for people in Howard County affected by sexual and intimate partner violence and to engage the community in creating the change required for violence prevention. HopeWorks' services include advocacy, counseling, shelter, legal resources, prevention education, community wellness programs and volunteer opportunities. HopeWorks' staff, board and volunteers are invested and engaged in altering the systems and imbalances of power that maintain the status quo - including racism, poverty, and gendered violence. The successful candidate understands the root causes of sexual and intimate partner violence and a commitment to social justice.

Minimum Qualifications

- Master's degree in social work or professional counseling degree
- Maryland State licensure (LCPC or LCSW-C preferred)
 - Candidate must agree to obtain licensure within four (4) months of hire if not yet obtained before then
- Oral and written fluency in English (Oral and written fluency in Spanish preferred)
- Availability to work at least two evenings per week
- Passionate about the mission and philosophy of HopeWorks
- Previous experience working with survivors of intimate partner violence and sexual assault
- Experience working with adults, adolescents and children
- Experience in crisis response
- Experience and ability to work with a multi-disciplinary team
- Experience providing clinical services in a virtual setting
- Exceptional communication and organizational skills with high attention to detail
- Strong analytical and problem-solving skills
- Ability to work independently and be self-directed as well as a team-player
- Strong computer skills including Microsoft Office applications (Word, Excel, Outlook, PowerPoint)

Bilingual candidates encouraged to apply.

Essential Duties and Responsibilities

CLIENT CARE

- Provide individual and group therapy to HopeWorks clients
- Complete treatment plans, case notes and outcome measures
- Collaborate with internal staff and partner agencies for continuity of care
- Work at least two evenings per week to meet client needs
- Develop and/or maintain advanced competency in at least one modality of trauma-specific treatment for survivors of intimate partner violence, sexual violence and human trafficking

PROGRAM MANAGEMENT SUPPORT

- Accurately complete client paperwork and compile reports as needed
- Document and communicate all pertinent information and issues to the Clinical Director
- Attend weekly supervision meetings with Clinical Director
- Attend weekly clinical staff meetings
- Attend monthly staff meetings
- Maintain clinical license in good standing
- Prioritize the use of best and evidence based practices, including researching programming trends and current practices being used in other jurisdictions
- Other duties as assigned

Core Competencies

To perform the job successfully, an individual should demonstrate the following competencies to perform the essential functions of this position.

CLINICAL SKILLS	Maintains an ethical practice and awareness of ethical standards and conduct; Demonstrates strong client relationships and interpersonal skills (e.g. establishes and maintains rapport, accurately perceives and understands clients, and maintains role boundaries); Recognizes diversity, individual difference, and cultural competency in clinical practice; implements appropriate assessment and intervention strategies; Demonstrates competency in general clinical skills including the understanding of concepts, theory, and empirical foundations for practice.
INITIATIVE AND CREATIVITY	Plans work and carries out tasks without detailed instructions; makes constructive suggestions; prepares for problems or opportunities in advance; undertakes additional responsibilities; responds to situations as they arise with minimal supervision; creates novel solutions to problems; evaluates new technology as potential solutions to existing problems.
COMMUNICATION SKILLS	Writes and speaks effectively, using conventions proper to the situation; states own opinions clearly and concisely; demonstrates openness and honesty; listens well during meetings and feedback sessions; explains reasoning behind own opinions; asks others for their opinions and feedback; asks questions to ensure understanding; exercises a professional approach with others using all appropriate tools of communication; uses consideration and tact when offering opinions.
COOPERATION AND TEAMWORK	Works harmoniously with others to get a job done; responds positively to instructions and procedures; able to work well with staff, co-workers, peers and managers; shares critical information with everyone involved in a project; works effectively on projects that cross functional lines; helps to set a tone of cooperation within the work group and across groups; coordinates own work with others; seeks opinions; values working relationships; when appropriate facilitates discussion before decision-making process is complete.
QUALITY OF WORK	Maintains high standards despite pressing deadlines; does work right the first time; corrects own errors; regularly produces accurate, thorough, professional work.
RELIABILITY	Personally responsible; completes work in a timely, consistent manner; works hours necessary to complete assigned work; is regularly present and punctual; arrives prepared for work; is committed to doing the best job possible; keeps commitments.
PROBLEM SOLVING	Anticipates problems; sees how a problem and its solution will affect other units; gathers information before making decisions; weighs alternatives against objectives and arrives at reasonable decisions; adapts well to changing priorities, deadlines and directions; works to

	eliminate all processes which do not add value; is willing to take action, even under pressure, criticism or tight deadlines; takes informed risks; recognizes and accurately evaluates the signs of a problem; analyzes current procedures for possible improvements; notifies supervisor of problems in a timely manner.
SUPPORT OF DIVERSITY	Treats all people with respect; values diverse perspectives; participates in diversity training opportunities; provides a supportive work environment for a multicultural staff; applies HopeWorks' commitment to cultural proficiency; shows sensitivity to individual differences; treats others fairly without regard to race, sex, color, religion, mental or physical ability, health status, nation of origin, gender identity or expression or sexual orientation; recognizes differences opportunities to learn and gain by working together; values and encourages unique skills and talents; seeks and considers diverse perspectives and ideas.
JUDGMENT	Displays willingness to make decisions; exhibits sound and accurate judgment; analyzes problems skillfully; uses logic to reach solutions and make timely decisions.
PLANNING AND ORGANIZATION	Prioritizes and plans work activities; uses time efficiently; and develops realistic action plans.
PHYSICAL DEMANDS	The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is frequently required to stand, sit, walk, communicate and hear. The employee is occasionally required to use hands to reach with hands and arms; climb or balance; and stoop, kneel, crouch, or crawl. The employee may frequently lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision and ability to adjust focus.

Note: This job description in no way states or implies that these are the only duties to be performed by the employee(s) incumbent in this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by any person authorized to give instructions or assignments. All duties and responsibilities are essential functions and requirements and are subject to possible modification to reasonably accommodate individuals with disabilities.

Bilingual candidates encouraged to apply.

TO APPLY: Applicants must complete an online application and submit a resume and letter of interest. No phone calls please.

Applications submitted without a cover letter and resume will not be reviewed. The review of applications will begin immediately and continue until the position is filled.

HopeWorks is an Equal Opportunity employer. Personnel are chosen on the basis of ability without regard to race, color, religion, sex, national origin, disability, gender identity, marital status or sexual orientation, in accordance with federal and state law.