



2670 Crain Highway, Suite 303
Waldorf, MD 20601
301-645-3336

Position Title: Therapist

Supervisor: Clinical Director

Employment Status: Full-time (40 hrs)

Full-time Therapist is responsible for providing individual and group therapy to survivors of intimate partner violence, sexual violence and adult survivors and child witnesses to domestic violence in our outpatient setting.

Essential Duties and Responsibilities:

CLIENT CARE:

- Provide individual and group therapy to a caseload of ~20 clients
- Complete intake assessments, treatment plans, case notes and outcome measurements
- Collaborate with outside agencies for continuity of care
- Work at least two evenings to meet client needs
- Be on-call one overnight per week and one weekend per month

PROGRAM MANAGEMENT SUPPORT:

- Accurately complete client paperwork and compile reports as needed
- Document and communicate all pertinent information/issues to the Clinical Director
- Attend weekly supervision meetings with Clinical Director
- Attend clinical and agency 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

Requirements

Minimum Qualifications:

- Master's level social work or professional counseling degree
- Maryland State licensure (LGSW/LMSW, LGPC, LCPC or LCSW)
- Previous family violence or sexual assault experience (preferred)
- Experience working with adults and children (preferred)
- Availability to work at least 2 evenings per week
- Excellent oral and written communication skills
- Passionate about the mission and philosophy of the Center for Abused Persons
- Team oriented
- Current driver's license and reliable transportation with up to date insurance
- Proficiency in Microsoft Office (Word, Excel, Outlook, PowerPoint) and other computer software

Competencies:

An individual should demonstrate the following competencies to perform the essential functions of this position.

Problem Solving

Identifies and resolves problems in a timely manner as well as skillfully gathers and analyzes information.

Communication

Speaks clearly and persuasively in positive or negative situations, demonstrates group presentation skills, and conducts productive meetings. Speaks comfortably with a diverse array of individuals and groups. Reads, analyzes and interprets technical procedures, program

policies or governmental regulations. Writes reports, business correspondence and procedure manuals. Effectively presents information and responds to questions from supervisor, clients and the general public.

Judgement

Displays willingness to make decisions; exhibits sound and accurate judgment; and makes timely decisions.

Clinical Skills

Maintains an ethical practice (e.g. 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.

Organization

Able to manage multiple projects; able to determine project urgency in a practical way; uses goals to guide actions; creates detailed action plans; effectively organizes and schedules people and tasks.

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.

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; committed 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; takes advantage of opportunities to learn and gain by working together; values and encourages unique skills and talents; seeks and considers diverse perspectives and ideas.

Physical Demands

The physical demands described herein 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; reach with hands and arms; climb or balance; and stoop, kneel, crouch, or crawl. The employee may sometimes 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.

Commitment to Social Change and Social Justice

Willing and able to approach their work with an understanding and appreciation of social change and social justice issues.

Dignity

We affirm the worth and dignity of every person in our diverse community and we meet each person with respect and compassion.

Safety

We affirm each person's right to name and live free from physical, psychological, emotional, and economic violence and other threats to self-determination.

Self-determination

We affirm each person's right and capacity to make choices and decisions about their own lives.

Engagement

We believe that widespread change of social norms requires participation of individuals in all their complexity, family, friends and neighbors as well as engagement of civic life and social services.

Social Change

We acknowledge that creating the community we want requires long-term strategies that will address the root causes of sexual and intimate partner violence and alter the systems and balances of power that maintain the status quo.

Social Justice

We acknowledge that ending sexual and intimate partner violence requires structural change. Social justice makes room for change to come from those communities that are most affected by social inequity.

Other information

- Work is a hybrid of in office (3 days) and work-from-home (2 days). Work-from-home days will be determined by CAP management to fit CAP's needs. This may change at any time, and you will be required to work in the office full time.

To Apply: Applicants must submit a letter of interest and complete resume to Center4abusedpersons@gmail.com

NO phone calls please