

## Job Description

---

**Position Title:** Licensed Therapist  
**Classification:** Exempt  
**Reports To:** Clinical Director  
**Date Created/Updated:** November 2022  
**Hiring Pay Range:** \$60,000 - \$70,000

**The mission of YouthSeen is to foster and empower the social and emotional well-being of LGBTQI youth and their families in all communities.**

**YouthSeen envisions a society where young people are empowered as individuals to access non-judgmental and unbiased treatment in every aspect of their lives. We encourage the creative creation of a community that celebrates everyone's worth, diverse characteristics and dignity.**

**Our organization works with our communities and stands as a leader in our local Colorado area, and beyond, for establishing partnerships with groups who specifically tailor their resources, education, and outreach to our youth and young BIPOC + LGBTQIA+ community. YouthSeen strives to highlight the intersections that many communities of color face when addressing social issues that impact families that identify under the umbrella of LGBTQI. This also includes our community members identifying as gender non-conforming, non-binary, genderfluid, genderqueer and two spirit, which is often left out of the mainstream language around services.**

### **Summary/Objective:**

Under direct supervision, the therapist will provide clinical and support services to individuals and/or their support systems utilizing evidence based best practice models. May operate in a residential environment, community-based, office-based, or in an outreach environment, detention facility, schools, and/or outpatient clinic.

### **Essential Functions:**

- Provides counseling, therapy and/or psychotherapy to youth and families as appropriate to the position; prepares treatment plans, discharge plans, and follow-up care programs; provides therapeutic crisis intervention and emergency services as required
- Provides care to clients in a manner that recognizes human potential, is empathic and demonstrates unconditional positive regard while promoting safety, comfort and a therapeutic environment
- Proven experience working with and in QTBIPOC + LGBTQIA2+ communities
- Maintains confidentiality of all records
- Collaborates with Case Manager / Social Worker(s) and provides case management services to clients, as needed
- Facilitates and contributes to the accomplishment of tasks by clients and/or families; empowers clients to reach optimum level of achievement; sets a positive example and provides role modeling as well as technical expertise to accomplish goals
- Documents intervention and program activity

- Attends and participates in group sessions, in-service education and training opportunities, meetings, supervisory sessions and special events
- Maintains accurate and timely clinical records
- Consults with other therapists and related professional and paraprofessional staff, as appropriate, in the performance of therapy and/or casework, refers clients to appropriate service agencies as required
- Consults and coordinates with community partners, as needed
- Projects a positive image to other agencies and the public
- Assists in pinpointing program and management problems and participates in problem resolution
- Participates in on-going program development, implementation, and evaluation
- Promotes cooperative working relationships and positive team atmosphere
- Performs other such duties as assigned within the scope of the position and program description, as well as those reflective of their experience, education, and ability

### **Work Environment:**

- Sitting for long periods, standing, and walking intermittently
- Using office equipment such as computer, mouse, keyboard, printer
- Indoor office environment, temperature controlled
- Ability to stand, walk, sit, use hands to finger, handle, or feel objects, tools, or controls, reach with hands and arms, climb stairs, balance, stoop kneel, crouch or crawl, and talk or hear
- Occasionally lift or move up to 20 pounds
- Use specific vision abilities, including close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus

### **Competencies:**

- Knowledge and understanding of clinical social work and mental health counseling principles, methods, procedure, and standards
- Familiarity with DSM IV and diagnostic techniques
- Knowledge around decolonizing mental health frameworks
- Ability to work as part of a team
- Ability to build collaborative relationships
- Excellent organization, time management, interpersonal, and evidence informed clinical skills
- Proven experience working within the QTBIPOC + LGBTQIA2+ communities
- Knowledge and understanding of the existing Queer and Transgender community resources
- Excellent written and oral communication skills. Bilingual a plus
- Self-motivated change maker with ideas on how to increase access, decrease stigma, and support our community members
- Proficient in tech software such as Google Workspace and iOS

### **Education and Experience:**

- Minimum of a master's degree in counseling related field or a Doctorate degree in Psychology or similar from an accredited University
- Minimum of two (2) years direct clinical experience
- Professional counseling licensure (LPC, LCSW, LMFT, LP)
- Certified Addictions Counselor (CAC) status II, or III preferred
- Must be licensed in the State of Colorado

**Expected Hours of Work:**

This role is considered full-time working approximately 40 hours per week and is not exempt from overtime.

**Benefits package offered, subject to eligibility requirements, includes:**

- Paid time off
- Paid holidays
- Company subsidized Medical, Dental, and Vision Insurance available for Employee, Employee +Spouse, Employee +Child(ren), and Employee +Family

---

**Employee Name & Signature**

---

**Date**

*The above is intended to describe the general content of and requirements for the performance of this job. It is not to be construed as an exhaustive statement of essential functions, responsibilities, or requirements. YouthSeen complies with the Equal Pay for Equal Work Act. YouthSeen requests that Applicant not disclose its wage rate history to YouthSeen. If YouthSeen for any reason comes into possession of Applicant's wage rate history, YouthSeen will not rely on it in determining a wage rate.*