Job Description

Position Title: Licensed Therapist
Classification: Exempt
Reports To: Clinical Director
Date Created/ Updated: September 2024
Location: Inside Out Youth Services, Colorado Springs | Pikes Peak Region
Hiring Pay Range: $65,000 - $75,000

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 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 including WPATH standards
- 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 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