

## Therapist Job Description

### Purpose and Responsibilities

Under the supervision of the Therapy Department Clinical Director, Therapists are responsible for providing therapy services for clients of the agency - adult survivors of sexual abuse (SA) and/or intimate partner violence (IPV) and children/teens who are survivors of sexual abuse (SA) and/or intimate partner violence (IPV). A Therapist may see clients at any of the Lumina Alliance offices in San Luis Obispo, Paso Robles and/or Grover Beach.

### Job Duties

- Intake/Assessment/Referral: Conduct initial clinical assessment sessions with potential clients; make internal and external referrals as needed for advocacy, legal, shelter, or transitional housing, and other services.
- Crisis Intervention: Provide crisis intervention, conflict resolution, safety planning, and exit sessions, as needed, at any of the therapy sites. On occasion, assist "walk in" survivors at the Lumina Alliance offices in San Luis Obispo, Paso Robles, and/or Grover Beach.
- Therapy: Provide individual therapy to assigned clients (adult IPV/SA survivors and child abuse survivors 5 years or older); lead groups dealing with IPV/SA and related issues for survivors. Ensure that child and teen groups are age- and issue-appropriate. Provide limited conjoint therapy for child clients and the non-offending primary caregiver as requested in order to further the child's treatment.
- Reporting: As a mandated reporter, report child abuse, elder abuse, and dependent adult abuse, as per state law.
- Paperwork: As assigned by the Clinical Director and/or Clinical Supervisor, be responsible for all paperwork for grant compliance and treatment planning. Paperwork includes, but is not limited to, clinical notes, treatment plans, client intakes, data gathering forms, schedules, client satisfaction surveys, etc.
- Testing: Perform all testing required by grants or requested by the Clinical Director and/or Clinical Supervisor.
- Case Reviews: On a quarterly basis (at minimum), review with the Clinical Director and/or Clinical Supervisor each client's case, update the treatment plan, and determine projected length of treatment and/or termination date.
- Supervision: Attend the number of hours of supervision (group and/or individual) required for the number of client hours as per Board of Behavioral Sciences guidelines.
- Meetings: Attend weekly supervisions for all programs in which therapy services were rendered, departmental, all-staff, and other meetings as required by the Clinical Director, Assistant Clinical Directors, Clinical Supervisor, and CEO.

- **Trainings:** Participate in trainings/conferences as needed and approved to ensure best practices and fulfill grant requirements.
- **Other Duties:** As assigned by the Clinical Director, Associate Clinical Directors, Clinical Supervisor, and CEO.

### Qualifications

- Marriage and Family Therapist, Social Work or Professional Clinical Counselor License, or Associate.
- BA or BS in sociology, psychology or related field.
- MA or MS completed or in progress in Clinical Psychology or other related program.
- Previous experience working as a therapist preferred
- Strong understanding of trauma-informed practices
- Demonstrate cultural competency and awareness in dealing with diverse populations
- Written and verbal fluency in English required; additional written and verbal fluency in Spanish preferred.

### Key Characteristics

- Ability to prioritize tasks and manage competing deadlines.
- Compassionate, empathetic, non-judgmental.
- Excellent oral and written communication skills.
- Ability to frequently and clearly communicate with staff and supervisors.
- Ability to handle sensitive issues with discretion and confidentiality.
- Experience with MS Office and Google Workspace.
- Ability to learn new technologies and software.

### Requirements

- Must satisfactorily pass a Live Scan background check, paid for by Employer.
- Completion of Lumina Alliance's 65-hr California State Certified Sexual Assault and Domestic Violence Crisis Counselor Training (provided as on-the-job training).
- Applicants must be enrolled in a qualified academic program for a Traineeship, or already have a verified license with the state of California Board of Behavioral Science as an Associate or LMFT/LCSW.
- Must retain professional liability insurance, at employees expense.
- Must have reliable transportation and current Driver's License, personal and current automobile registration and vehicle insurance required.

**Position Title:** Therapist

**Reports to:** Clinical Director

**Hours:** Part-time and Full-time positions available

**Location:** San Luis Obispo County

**Salary Range:**

Trainee Therapist - \$21.00 - \$23.64

Associate Therapist - \$27.00 - \$30.39

Licensed Therapist - \$32.00 - \$36.02

(Bilingual differential of \$1/hr if applicable)

**Benefits**

- Generous health insurance benefits; silver tier plan premium for employee provided by employer
- Premium paid for dental and vision insurance by employer for employee coverage, life insurance plan
- IRA Retirement plan with employer matching contributions
- Paid Time Off including 16 paid holidays
- Opportunities to accrue additional PTO
- Family friendly workplace and generous pet accommodations
- Opportunities for growth within Organization

**To apply, please submit a cover letter and resume, position is open until filled.**

**ABOUT LUMINA ALLIANCE**

Lumina Alliance is a non-profit 501(c)(3) organization created by the merging of RISE and Stand Strong in July 2021. Their mission is to empower those impacted by sexual and intimate partner violence through innovative advocacy, healing, prevention programs. Services include 24/7 crisis and information line, case management, restraining order assistance, legal assistance, accompaniment and advocacy, emergency shelters, transitional housing, individual and group therapy, and robust prevention education. For more information, please visit [www.LuminaAlliance.org](http://www.LuminaAlliance.org)

Lumina Alliance is an at-will and an Equal Opportunity Employer and does not discriminate against applicants due to race, ethnicity, gender, religion, national origin, veteran status, or on the basis of disability.

Lumina Alliance is a Drug Free Workplace.