

## Associate 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). This employee may see clients at any or all of the following locations: 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 4 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, Clinical Supervisor, COO, 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, Clinical Supervisor, Chief Operating Officer, 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.
- Minimum two years' experience working as a therapist in a similar setting with similar population.
- 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 required.

### 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 work independently with minimal supervision.
- Ability to handle sensitive issues with discretion and confidentiality.
- Experience with MS Office and GSuite.
- Ability to learn new technologies and software.
- Works closely, cooperatively, and collaboratively with others.

### 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).
- 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:** 40 hours per week

**Location:** San Luis Obispo County

**Salary Range:** \$27.00 - \$30.39 (Bilingual differential of \$1/hr if applicable)

#### WHY THERAPISTS WANT TO WORK AT LUMINA ALLIANCE:

- **Focus on Therapy, Not Admin:** Our therapists are able to focus on what they do best—providing care. With administrative tasks like scheduling and billing handled by our team, you can dedicate your energy to supporting survivors without the added stress of managing logistics.
- **Balanced, Managed Caseloads:** We believe in taking care of those who care for others. That's why we ensure our therapists have manageable, consistent caseloads that are aligned with best practices, helping you maintain balance and avoid burnout, unlike private practice where you may need to manage client acquisition and workload yourself.
- **Supervision and Peer Support:** At Lumina Alliance, you won't be working in isolation. We provide regular clinical supervision and foster a collaborative environment where you can learn and grow alongside a supportive team of professionals committed to the same mission.
- **Trauma-Informed, Justice-Driven Care:** Our work is grounded in trauma-informed practices and a deep commitment to social justice. As a therapist here, you'll have the opportunity to make a real difference, working with an organization dedicated to ending violence and fostering equity for all.
- **Income Stability and Support:** Lumina Alliance provides a stable and predictable income, along with comprehensive benefits, including health, dental, vision, and retirement plans. You'll also enjoy generous paid time off, ensuring you have the space to rest and recharge.
- **Ethical, Impactful Work:** At Lumina Alliance, your work has purpose. You'll be part of a compassionate team that empowers survivors and advocates for justice, making a lasting impact on individuals and the community.

#### 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
- Various engaging internal committees on paid time, such as the Fun Committee, DEI Committee, and many others
- 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.