

BAY AREA TURNING POINT, INC.

<b>Job Title:</b> Child and Adult Therapist	<b>Job Code:</b>
<b>Department:</b> Client Services	<b>Reports to:</b> Counseling Services Manager
<b>Effective Date:</b>	<b>FLSA Status:</b> Exempt

**Position Overview**

**HOURS: 40 Hrs. Weekly** as necessary to achieve program objectives, tasks, activities, responsibilities and to effectively document outcome measures and variances.

**SUMMARY DESCRIPTION OF POSITION:**

Serves all clients (adult and child) who are survivors of sexual assault to include: rape, date rape, sexual abuse, incest, and child sexual abuse. Also serves child, adolescent and teen clients who are affected by domestic violence and/or sexual assault. Conduct a comprehensive evaluation and establishes a plan to facilitate healing and recovery; provide family, individual, and group therapy; monitor counseling outcomes. Develop and update counseling plans, including the use of play and art therapy; provide professional training relating to children's issues, behavioral indicators and counseling/casework techniques; deliver direct counseling services; testify at court hearings as required; maintain client confidence and comply with all related laws, agency policies and procedures, code of ethics and practices 50% of the time for victims of Sexual Assault and 50% of the time for victims of Domestic Violence.

**ESSENTIAL FUNCTIONS:**

- Develop and update counseling plans by collecting, analyzing, and summarizing assessment data and victimization history; establish courses of action that promote the healing and empowerment of clients.
- Deliver direct services by conducting family, individual, and group therapy sessions.
- Attend and actively participate with inter-agency coalitions and networking groups.
- Educate the professional staff by assessing training needs; develop and deliver in-service training programs; evaluate outcomes; supervise interns.
- Serve on-call to provide, as necessary, personal accompaniments to the police, hospitals, and/or courts.
- Maintain client confidence by keeping counseling information confidential.
- Represent Bay Area Turning Point as required by attending and testifying at court hearings when there is a criminal justice proceeding.
- Serve and protect Bay Area Turning Point, Inc., agency volunteers, and those served by the agency by adhering to professional standards, the agency policies and procedures, federal, state, and local requirements/laws, related code of ethics and funding contract standards.
- Update job knowledge by participating in educational opportunities; reading professional publications; maintaining personal networks; participating in professional organizations.
- Enhance Bay Area Turning Point service delivery and issue awareness by accepting ownership for accomplishing new and different requests; exploring opportunities to add value to job accomplishments.
- Answer 24-hour Crisis Hotline and provide information and referral, safe shelter and other appropriate options to victims.

- Provide training to volunteers and the general public on family and sexual violence education.

## **SUPERVISION**

- Assist with the supervision of volunteers/interns and their facilitation of support groups and counseling services.

## **REQUIRED SKILLS/QUALIFICATIONS:**

- Competently analyze and prioritize information to develop appropriate therapeutic counseling plans.
- Speak clearly and effectively in a variety of settings.
- Listen attentively and actively.
- Experience working with children, youth, and adults that have been traumatized by sexual assault, incest, child sexual abuse, rape, molestation, physical abuse, emotional abuse, and/or have witnessed the abuse of their parent or sibling.
- Basic child health skills, including childhood development. Has had experience working with children both in an individual and group setting. Experience in art and play therapy.
- Can interact with children on a level they can comprehend and respect. Can establish a rapport with children, youth, and adults. Seeks techniques that empower clients and enhance their healing, recovery and plans for the future relating to coping skills, abuse prevention, recognizing destructive patterns, and strengthening their cognitive learning skills.
- Remain composed and behave professionally during emotionally charged or stressful situations.
- Remain objective when listening to conflicting perspectives. Can effectively work with client diversity and model sensitivity to cultural, gender, ethnicity, sexual orientation and religious diversity.
- Communicate openly and effectively, both oral and written, modeling leadership and teamwork.
- Organize and prioritize tasks.
- Understand and communicate overall agency services, objectives and philosophy.
- Sensitivity to clients, volunteers and the community reflective of the agency's philosophy and mission statement.
- Possess a working knowledge of Texas laws pertaining to family violence and sexual assault.
- Ability to motivate, inspire and gain the respect of staff and volunteers.
- Ability to be on location to on call-status areas within 45 minutes.
- Ability to lift/carry/move a minimum of 40 lbs. for an extended distance
- Must have a clean driving record and be insurable.
- Must provide and maintain valid proof of personal automobile insurance.
- Must have at least 2 years of verifiable driving experience.
- Masters degree and one-year experience working with children and youth.
- Licensure required (LPC, LMSW or equivalent)
- Must be bilingual in Spanish

**I have read and understand the essential job functions that have been outlined in the above job description for Bay Area Turning Point.**

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor's Signature

\_\_\_\_\_  
Date

**8/26/2015; 8/2016; 11/25/2020  
Child & Adult Therapist**

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<b>HR use only</b>	
Job code	
Job Classification	
Management? (Yes/No)	No
Last revised	11/2020

NOTE: This job description is not intended to be all-inclusive. Employee may perform other related duties as negotiated to meet the ongoing needs of the organization.