



JOB DESCRIPTION

Masters Level Per Diem Counselor- BIPOC Counseling Program

Transition House's mission is to end domestic violence in our community. For 45 years, Transition House has worked throughout Cambridge to create a culture where breaking the cycle of violence is an ongoing priority and where people affected by domestic violence can live in safety, access housing, resources and the holistic support they need to thrive.

In our continued efforts to provide excellent supportive services to people experiencing domestic violence, we are seeking culturally responsive, social-justice oriented Masters level counselors/social workers working toward licensure to join our BIPOC (Black, Indigenous and People of Color) counseling program for per diem contract work. Bilingual, bicultural applicants preferred. In all of our hiring, Transition House values diverse life experience and is an Equal Opportunity/Affirmative Action Employer.

The BIPOC counseling program is an innovative program designed to better reflect the diversity of the populations we serve, and to provide services to survivors in their preferred language and in ways that support and affirm all of their identities. Counselors will have the opportunity to deepen their understanding and intervention skills with trauma and domestic violence, and their intersections with systemic issues.

The program offers per diem payment for client work, regular clinical supervision toward licensure from Licensed Independent Clinical Social Workers (LICSW) at no cost, in addition to mentorship and support from BIPOC identified, bilingual experienced clinicians.

Contracted counselors are expected to provide holistic, culturally affirming, empowering services that center the needs of survivors of any race, color, national origin, gender identity, religion, age, disability, sexual orientation, immigration status, language or any other factor, with special attention to BIPOC, first generation and non-English-dominant populations.

General Duties

- Working under the supervision of the Director of Clinical Services and the Director of Equity and Justice, provide counseling through an empowerment model frame to survivors of partner and family violence.
- Maintain confidential records on each client in Transition House's confidential database for the purpose of service analysis and ensuring compliance with program requirements.

- Recommend and provide interventions and/or referrals based on clients' needs. Collaborate with clients to develop a plan to address those needs as appropriate.
- Coordinate services with staff in other Transition House programs as well as external providers, when appropriate and in collaboration with clients.
- Participate in clinical supervision, team meetings, and training.
- Track service provision hours and submit weekly or monthly invoices.
- Perform other duties as assigned.

Knowledge, Skills and Abilities

- Master's level counseling degree or MSW (must be licensed or license eligible)
- Bilingual/Bicultural preferred. Spanish or Haitian Creole speaking highly preferred.
- Demonstrated work experience or lived experience with low-income, BIPOC populations and/or with speakers of languages other than English.
- Work experience or lived experience with the LGBTQI community preferred.
- Knowledge of and respect for client confidentiality protocols.
- Ability to establish and maintain effective communication and working relationships with all levels of staff, across disciplines.
- Excellent written and verbal communication skills.
- Ability to communicate effectively with clients in person, phone or video conferencing.
- High level of proficiency with standard office computer systems and an understanding of database record entry.
- Familiarity with GSuite tools (Google calendar, Google forms, Google drive, etc.)
- Familiarity with virtual meeting platforms such as Zoom or Google Meetings

Client Population:

Age: Adults over 18 and children 4-18 (according to counselor's experience)

Gender identities: all

Work Setting: Hybrid in-person & remote setting, in compliance with infection control/COVID-19 efforts.

Schedule: Flexible hours, according to client's and clinician's availability. Estimated 2 - 15 hours per month based on need and availability. A yearlong commitment is requested.

Employee type: Per Diem

Hourly Rates: \$90 per hour for client counseling, compensation for 'no-shows', as well as participation in staff meetings and other duties requested.
Free LICSW clinical supervision towards licensure (individual and group)

To Apply: Send resume and cover letter to jobs@transitionhouse.org and include "contracted clinician" in subject line.

Transition House values diverse life experience and is an Equal Opportunity/ Affirmative Action Employer. Bilingual/bicultural, persons of color, people with disabilities and GLBTQI are strongly encouraged to apply.