

**Position Title:** Clinician – Open Doors Outreach Network

**FLSA Classification:** Exempt

**Job Family:** Open Doors

**Reports to:** Director Model Programming

*Italics indicate parts of the position description required by VOCA contract*

### **Purpose of Position**

The Clinician will work as part of the Open Doors Team consisting of a Clinician, Survivor Mentor and Regional Advocate to provide survivor-centered therapeutic services to victims/survivors of commercial sexual exploitation. The Clinician will also serve as one of the first responders and provide immediate crisis intervention and mobile direct services support once a victim/survivor is identified. They will provide psychotherapy services to adults and children who are primary or secondary victims of human trafficking. The Clinician's responsibilities will include ensuring that all program models utilize proficient clinical skills and professionalism, and maintaining integrity of services consistent with the Policy Center's mission and values.

### **Essential Functions**

#### **Therapeutic:**

- Provides ongoing mobile therapeutic services to victims and their families (if appropriate) wherever the victim is housed.
- Completes individual clinical assessments to ensure victims receive a comprehensive, trauma-informed, culturally-competent direct service plan that meets the individual needs of the victim/survivor.
- Implements counseling services utilizing current best practices in core arenas of trauma treatment, holistic strength based case management, danger and lethality assessment, high risk case management, crisis intervention, constructive coping, resiliency, and interdisciplinary teamwork
- Ensures that therapy services are delivered in a manner that is consistent with Policy Center policies, applicable laws, contracts, professional standards, and community expectations
- Provides individual, family, and group counseling

#### **Collaborative:**

- Works in partnership with the Regional Advocate and Survivor Mentor to provide mobile direct services based on the needs identified in the victim's individual needs assessment
- Works collaboratively with other member of First Responder Network to ensure that the needs of victims are met
- Participates on multidisciplinary teams to present care plans for proper care
- Collaborates within management team to achieve best practices, trauma informed and survivor centered delivery of services

### **Advocacy and Care Management:**

- Verifies victim's eligibility for services/benefits based on individual situations
- Accompanies victims to court hearings as needed
- Assists with referrals and accompanies to appointments as needed
- Provides and ensures support for immediate health and safety such as crisis intervention; accompaniment to hospitals for medical examinations; emergency clothing or transportation to appointments as needed
- Provides safety planning on an as needed basis
- Provides confidential information regarding victim rights
- Advocates for clients and victims of human trafficking

### **Administrative:**

- Completes documentation as required by funding entities, courts, referral sources
- Completes administrative paperwork thoroughly and in a timely manner
- Maintains thorough and accurate files as required by agency policy. Protects client confidentiality, following protocols to obtain signed informed consent forms for release of information

### **Secondary Functions**

- Supervise volunteer interns
- Support DBWPC programs and events

### **Required Knowledge, Skills, and Abilities**

#### **Network:**

- *Ability to assess trauma and recovery and identify the unique and individualized needs of a commercially exploited or sex trafficked victim*
- *Ability to work with the Outreach Team in a peer-to-peer environment while leading the development of a victim's individualized Wellness Plan*
- *Availability to work flexible hours and days and has ability to be on call 24/7 when requested.*
- *Team player, flexible and nonjudgmental.*
- *Committed to the experiences of vulnerable individuals and families.*
- *Excellent communication skills.*

#### **Organizational:**

- Understanding of Girl-Centered Principles – Understands girl-centered principles and is willing to grow in knowledge of these principles
- Growth-Mindset – Receptive to feedback, willing to learn, embraces reflective practice
- Solution-Oriented – Brings possible solutions when presenting obstacles or challenges to supervisor
- Collaborative – Seeks input and buy-in from girls, colleagues, and external partners, as appropriate

### **Individual:**

- Knowledge of causes and symptoms of mental health issues
- Knowledge of family and relationship dynamics
- Knowledge of the impact of individual and intergenerational trauma
- Knowledge of the impact and dynamics of sexual exploitation on youth
- Knowledge of Florida Safe Harbor laws
- Knowledge of resources available to victims/survivors in Duval, Clay, Nassau, St. Johns, and Baker counties; or demonstrated ability to develop resource networks
- Experience navigating the juvenile justice and child welfare systems
- Experience in emergency response and crisis management
- Demonstrated ability to document interventions appropriately and on deadline
- Experience completing needs and risk assessments

### **Supervisory Responsibility**

This position may supervise volunteer interns.

### **Work Environment/Physical Demands**

This position operates in multiple environments, including professional offices, locked detention facilities, schools, and community sites with varied levels of accessibility, including climbing different number of stairs. This role routinely uses standard office equipment such as computers and phones and transports supplies such as clothes, books, art materials, and food, expecting to occasionally pick-up, up to 15 lbs.

This position often requires repetitive hand and wrist motions, moving around from place to place to accomplish tasks, while stooping or stretching. This position requires remaining stationary in a sitting or standing position occasionally. This is a highly communicative position, requiring constant communication to exchange messages with clients, staff and community members. This position requires a constant ability to assess the level of accuracy, neatness and thoroughness of the work assigned.

### **Position Type/Expected Hours of Work**

This is a full-time position and requires a regular on-call rotation responding to the Open Doors 24-Hour Access Line. While on-call, the individual filling this position must be able to respond on-site to crisis situations at any hour of the day. In addition, the nature of the work often requires employee engagement outside of traditional office hours, even when the individual employee is not on call.

### **Travel**

This position requires daily travel throughout the Jacksonville metro area and surrounding counties and occasional travel throughout the state of Florida.

The individual who fills this position must have a valid driver's license and will be required to maintain minimum personal auto liability insurance of \$100,000/\$300,000 while employed with the Policy Center.

### **Required Education and Experience**

- A minimum of 5-7 years related professional experience
- Master's degree and completed internship from a FL license-eligible program that allows the applicant to register as an intern in the clinical social work, mental health counseling or marriage and family therapy disciplines
- This position is part of a first responder team and requires availability during evening and weekend hours
- Experience with clients who have experienced complex trauma including sexual abuse and/or sexual exploitation

### **Work Authorization/Screening Requirements**

DBWPC participates in E-Verify. Upon offer and acceptance of employment, the Policy Center will provide the federal government with the hired individual's Form I-9 information to confirm that the individual is authorized to work in the U.S.

The employee who fills this position is required to complete fingerprint-based AHCA Clearinghouse background screenings for the Florida Department of Juvenile Justice (Caretaker) and the Florida Department of Children and Families (Mental Health.)

### **AAP/EEO Statement**

The Delores Barr Weaver Policy Center is committed to building a diverse staff that reflects the populations served by its programs. We strongly encourage applications from qualified individuals of color and qualified individuals who identify as lesbian, gay, bisexual, transgender, and/or gender non-conforming.

DBWPC, Inc. is an equal opportunity employer and does not discriminate in the terms, conditions, or privileges of employment on account of race, age, color, sex, religion, national origin, gender, sexual orientation, gender identity, gender expression, marital status, age, veteran status, physical or mental disability, or otherwise as may be prohibited by federal and state law. DBWPC, Inc. complies with applicable federal, state, and local laws governing nondiscrimination in employment. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

### **Other Duties**

## Position Description

This job description is not intended to contain a comprehensive listing of the duties and responsibilities that are required of the employee who fills this position. Duties and responsibilities may be adjusted at any time to best fit the needs of the Policy Center.

If you are interested in this position, please send your resume and cover letter to [careers@seethegirl.org](mailto:careers@seethegirl.org), with Open Doors Clinician in the subject line.