

**Position Title:** Clinician I

**Job Family:** Specialized Professional

**FLSA Classification:** Exempt

**Reports to:** Victim Service Coordinator

### **Purpose of Position**

The Clinician I will work as part of the programming team to provide survivor-centered therapeutic services to victims of commercial sexual exploitation (CSE) based on assessed needs in a victim centered manner. The Clinician I will also serve as one of the first responders and provide immediate crisis intervention and mobile direct services support once a victim is identified. They will provide psychotherapy services to adults and children who are primary or secondary victims of commercial sexual exploitation.

### **Essential Functions**

- Provides individual, family (when appropriate) and group counseling services, utilizing best practices related to trauma, strength based, holistic approaches to also include constructive coping and resiliency strategies.(20%)
- 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. (5%)
- Ensures that therapy services are delivered in a manner that is consistent with Policy Center policies, applicable laws, contracts, professional standards, and community expectations (2.5%)
- Works as part of a multi-disciplinary team, partnering with the Regional Advocates and Survivor Mentors to provide mobile direct services based on the needs identified in the victim's individual needs assessment (10%)
- Supports the development of the individual wellness plans alongside the Survivor Mentor and Regional Advocate. (5%)
- Facilitates crisis intervention care as needed to include safety planning to support the needs and safety of the victim (10%)
- Provides for and ensures support for immediate health and safety such as crisis intervention, safety planning, and accompaniment to hospitals for medical examinations, emergency clothing or transportation to other appointments as needed (5%)
- 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 (2.5%)
- Completes and submits contract required data collection methods and forms (mileage, victim transportation and client needs forms, SPL's and special needs requirements) and

any corrections needed, within the agency timelines, making them suitable for invoice submission per the Operations Mgr and COO (2.5%)

- Advocates for victims needs alongside and/or on behalf of victims and their families in courts, schools and other systems (2.5%)
- Documents interventions as required by internal policies & procedures to comply with HIPAA, funding contract, courts and to meet research needs (10%)
- Informs research and strategic advocacy agendas by elevating victim's voices and stories to Policy Center leadership (2.5%)
- Provides feedback through surveys, interviews, reports, and other data collection mechanisms to help inform the agency leadership about service gaps and outcomes of service provisions in the Northeast Florida region (3%)
- Participates in DBWPC and the programming team staff meetings and decision-making processes (2.5%)
- Provides 24-hour, on-site crisis response for calls to 24-Hour access line (10%)
- Fulfills other duties as assigned based on program and victim needs. (2.5%)

### Secondary Functions

- Participates in the development of Human Trafficking awareness campaigns (1%)
- Participates in co-facilitating groups based on needs of victims (2.5%)
- Supports DBWPC programs and events (1%)

*Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions listed above.*

### Required Knowledge, Skills, and Abilities

#### Organizational:

- 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 victims, 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
- Availability to work flexible hours and days and has ability to be on call 24/7 when scheduled.
- Team player, flexible and nonjudgmental.
- Committed to the experiences of vulnerable individuals and families.
- Excellent communication skills.

### **Supervisory Responsibility**

This position may supervise volunteers and interns.

### **Work Environment/ 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 position constantly uses standard office equipment such as computers and phones.
- This position transports supplies such as clothes, books, art materials, and food occasionally.
- This position picks up and moves around up to 15 lbs. occasionally.
- This position constantly requires repetitive hand and wrist motions.
- This position moves around from place to place to accomplish tasks, while stooping or stretching.
- This position occasionally requires remaining stationary in a sitting or standing position.
- 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 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 while employed with the Policy Center.

### Required Education and Experience

- A minimum of 2 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
- Experience with clients who have experienced complex trauma including sexual abuse and/or sexual exploitation

*\*Internship can be counted towards professional experience.*

### 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

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.