



POSITION TITLE:	Mental Health Therapist	REPORTS TO:	Director of Client Services & The REACH Center
EMPLOYMENT TYPE:	Regular, Non-Exempt	SALARY RANGE:	\$51,000 - \$54,000
SCHEDULE:	Typically M-F, 8a – 5p	PRIORITY CONSIDERATION BY:	4/23/2021

JOB SUMMARY:

The REACH Center works with thousands of at-risk youth and young adults ages 12-24 each year to provide them with educational opportunities, career development, peer mentoring, and other supportive services. REACH has a strong track record of leveraging institutional partnerships to serve young people, and coordinates programs that annually place approximately 500 people in jobs, graduate 50 students on average from GED classes, and provide housing for up to 175 youth experiencing homelessness each year. REACH is at the forefront of youth development, career readiness, and the fight against youth homelessness in the Greater Puget Sound Region. The work of the REACH Center contributes to positive systems change and has sparked interest in widespread replication of the REACH service delivery model.

The licensed Mental Health Therapist serves youth and young adults affected by homelessness by providing individual therapy, case management, crisis stabilization, advocacy, treatment planning, and more. This position may collaborate with other REACH staff, providers, including primary physicians, schools, and/or community partners.

Individuals with personal, shared, or lived experience as an immigrant, refugee, or homeless young adult are strongly encouraged to apply.

NOTE: This position requires in-person contact with clients while observing social distancing and other safety protocols.

KEY RESPONSIBILITIES:

- Provides consultation, clinical therapy, case management, and related support services for youth and young adults experiencing homelessness
- Performs complete and accurate intake evaluations, including DSM diagnoses
- Implements mental health interventions consistent with team consultation and treatment plan goals
- Prepares treatment and crisis plans, progress notes, discharge summaries, and completes necessary reports related to patient care
- Follow all pertinent HIPPA laws regarding client confidentiality
- Maintain records in accordance with WAC and agency standards and adhere to agency and funder guidelines pertaining to documentation and chart maintenance
- Manage individual and shared client caseloads per agency guidelines, develop services appropriate to a community based service model, and participate in the management of program resources within a managed care framework
- Develops and conducts community outreach programs directed at youth and young adults
- Provides consultation and training for coworkers as it relates to total case planning

- Follow program guidelines and meet contracted outcomes for service delivery to ensure the success of applicants enrolled in program
- Enter and maintain information in agency and funder databases, according to contract and program deadlines and requirements
- Collaborates effectively with schools, community partners, and other providers
- Assist in conducting quality review assessments and developing and implementing programs to enhance services
- Keep up to date on current knowledge and best practices in the field
- Ensure that ethical and professional standards of practice are maintained
- Other duties as assigned

REQUIREMENTS

Personal –

- Deep respect and compassion for underserved communities
- Commitment to inclusivity and equity, as a goal and an approach
- High degree of emotional maturity and cultural competence, particularly as it relates to working with BIPOC, LGBTQ+ populations and at-risk youth and young adults
- Affinity for and ability to establish rapport with diverse groups of people
- Detail-oriented with high level of accuracy
- Ability to work well under pressure, to rapidly assess problems, to think critically to develop solutions, and to deploy limited resources effectively
- Dedication to maintaining confidentiality and the ability to determine how it must be applied
- Desire to innovate and implement ideas resourcefully, as an individual contributor and within the team
- Willingness to admit mistakes and learn new things

Experience, Education & Skills –

- Master's Degree and fully licensed in counseling, social work, or a related field
- Experience providing mental health services to youth, young adults, adolescents, and/or families
- Experience working with people from diverse cultural, educational, and economic backgrounds
- Experience in crisis prevention, management, and intervention, including assessing, diffusing, and working to resolve conflicts between youth/young adults and family members
- Effective oral and written communication skills
- Ability to maintain proper boundaries while providing support and empathy
- Ability to organize and prioritize multiple projects and meet deadlines
- Ability to work independently in a collaborative team environment
- Ability to work collaboratively with community partners
- High level of proficiency using Microsoft Windows and Office Suite, managing databases and keeping records

Other –

- Ability to occasionally work a flexible schedule that may include evenings and/or weekends
- Reliable transportation and a valid driver's license
- Willingness to submit a background check and openly discuss

PREFERRED QUALIFICATIONS

- Bilingual/Multilingual
- Lived, personal, or shared experience representative of the youth and young adults we serve

- Experience working directly with BIPOC, LGBTQ+ populations and/or at-risk youth
- Demonstrated experience and/or formal training in crisis intervention and conflict resolution
- Knowledge of HIPPA laws and regulations with regard to protected health information (PHI)
- Knowledge of and/or formal training the following areas: trauma informed care; vicarious trauma; commercial and sexual exploitation of children (CSEC); equity, inclusion, and anti-racist practices; cultural competency in issues faced by immigrants, refugees, victims of crime, youth/young adults, and LGBTQ individuals

PHYSICAL REQUIREMENTS & WORK CONDITIONS

While performing the duties of this job, the employee is *regularly* required to:

- Remain in a stationary position for extended periods of time
- Operate a computer and other office equipment, such as copy machine or calculator
- Traverse around the building from one room to another
- Access files and/or supplies in cabinets and/or drawers close to the ground
- Communicate with coworkers and with clients whose primary language may not be English
- Review electronic and physical data for accuracy

While performing the duties of this job, the employee may *occasionally* be required to:

- Transport boxes up to 20 pounds at a time
- Access files and/or supplies in tall cabinets
- Use metal fasteners in file folders

This position works indoors, primarily in an office environment with a low level of noise but occasionally in a classroom or lobby setting with higher noise levels. There may be opportunities for this position to work remotely on occasion and/or to work a flexible schedule, with supervisor approval and dependent on the needs of the department.

APPLICATION PROCESS

Please e-mail a Cover Letter that specifically addresses how your background makes you the best fit for this position, your Resume, and three (3) Professional References to Jobs@TacomaCommunityHouse.org.

WHY WORK AT TACOMA COMMUNITY HOUSE & THE REACH CENTER?

Your paycheck is only part of your total compensation package. Employees also have access to a benefits package worth about 25% of your salary.

Compensation – \$51,000 - \$54,000/year depending on qualifications.

Insurance – We offer a comprehensive health care benefits package including medical, dental, and basic life insurance.

Retirement – Tacoma Community House employees may participate in a 403b plan which includes generous support from the agency after 1 year of service.

Paid Leave – Leave benefits include 24 days of paid time off in the first year and 11 paid holidays.

We Are a Welcoming Workplace

Inclusion and empowerment are an integral part of who we are – our history, our culture, our identity. These values lead us in our operations as we strive to build and nurture a workforce that reflects the communities we serve and connects to each other in our dedication to equity and social justice.

Tacoma Community House is an Equal Opportunity Employer

In our relationships with staff, our participants, and our community, Tacoma Community House does not discriminate on the basis of race, color, sex, religion, creed, age, national origin, marital or military status, sexual orientation, gender identity, the presence or perception of any sensory, mental, or physical disability, genetic information, or any other status or characteristic protected by local, state or federal law. Applicants in need of accommodations are encouraged to call (253) 383-3951.