



IDENTITY, INC.

Position Title:	Bilingual Mental Health Therapist
Supervisory Responsibilities:	Yes
Budget Responsibilities:	None
Reports To:	Program Manager
FLSA Classification:	Exempt
Closing Date:	Until filled

POSITION SUMMARY:

Identity is seeking a dynamic, full-time Bilingual (Spanish/English) Mental Health Therapist, who has experience in providing trauma-informed, culturally appropriate therapy to youth ages 10-25. In addition, this staff member will work with Identity's trauma-informed team to develop the organization's framework and practice to deliver high quality, trauma-informed care throughout our programs. This position is on a renewable contract depending on funding and performance.

PRIMARY RESPONSIBILITIES:

1. Provides individual, family, and group therapy sessions to clients ages 10 years to adults. Required to see a minimum of 20-25 clients per week, which includes group sessions.
2. Carries out mental health assessments and develops appropriate treatment plans for youth involved in the gang prevention and intervention program.
3. Develops and assists in the implementation of aftercare plans.
4. Maintains regular communication with Supervisor, staff, and interns on client progress and needs.
5. Maintains client files and records information in Identity's database and ensures that case managers and interns maintain records accordingly. Assures HIPPA compliance.
6. Supports Identity's mission and values. Continually looks for ways to improve the organization and works in alignment with Identity's strategic goals. Brings best self to the workplace and shares ideas and suggestions.

SECONDARY RESPONSIBILITIES:

1. Supervises 1-2 social work interns a semester and works in partnership with the University of Maryland School of Social Work to help mentor the next cadre of Latino Mental Health Therapists.
2. Leads a Clinical Case Management meeting on a weekly basis.
3. Provides input in Identity's trauma-informed framework and direction to increase organization's effectiveness to meet the social-emotional needs of clients.
4. Works collaboratively with peers, colleagues, staff, including participating in meetings and activities that support youth development.
5. Participates in organization's advocacy activities.
6. Meets regularly with Supervisor, case managers, and other staff to continuously improve services to clients.
7. Performs other duties as assigned, required, or needed.

EDUCATION AND EXPERIENCE:

- Master's degree in social work, psychology, or counseling required.
- LCSW preferred, LGSW will be considered but must be licensed in Maryland.
- Knowledge and experience in assessment, crisis intervention, individual, and family counseling, trauma-focused service delivery.
- 3-5 years of experience working with diverse populations, specifically at-risk Latino and African American youth and families.
- Experience with gang-involved, immigrant youth, and youth with history of delinquency, homelessness, family separation, etc., preferred.
- Excellent oral and written communication skills in both English and Spanish is required.
- Must be flexible to meet youth and family needs (ex. evening/weekend hours and home visits, etc.).

WORK ENVIRONMENT:

- Must have access to WiFi/Internet access to work remotely while necessary during the pandemic.
- Requires travel between sites. Valid driver's license, proof of car insurance, and clean driving record is required.
- May require continuous sitting for prolonged periods, more than two consecutive hours in an 8-hour day interspersed with mobility.
- Keyboard use of greater or equal to 50% of the workday.
- The ability to lift and move up to 10 lbs.
- Requires light physical activity.
- Must be able to work a flexible 40- hour work week including some evenings and weekends.
- Private office with controlled air temperature, noise, and occasional interruptions.

Mandatory COVID-19 Vaccination Policy. COVID-19 Vaccination proof required.