



of Contra Costa County  
[www.rainbowcc.org](http://www.rainbowcc.org)

## Position Description: Associate Clinician

**Reports To:** Director of Clinical Services

**Payroll Type:** Non-Exempt

**Work Status:** Hourly

**Supervisory:** No

**Department:** Clinical

**Initiated/Updated:** 12/20/2021

**Location of Work:**

2118 Willow Pass Road, Suite 500, Concord, CA 94520 & *Virtual*

**Regular Hours:** 30-40 hours per week

**Schedule:** Monday to Friday; flexible hours

**Salary Range:** \$24/hour

Occasional travel required, Occasional evenings & weekends required.  
Schedule may be subject to negotiation

**Position Available:** September 20, 2021

### ORGANIZATIONAL HISTORY, MISSION & VISION

The Rainbow Community Center of Contra Costa County (Rainbow) was founded in 1995 to serve the well-being of the LGBTQI+ Community in Contra Costa County. Founders wanted to develop programs to reduce isolation of LGBTQI+ people and provide a space for community development. Rainbow continues to provide a safe and welcoming place building community among LGBTQI+ persons and our allies through social programs, support groups, clinical services, training, special events, and emergency programs.

Rainbow builds community builds community and promotes well-being among Lesbian, Gay, Bisexual, Transgender, Queer, Questioning and Intersex (LGBTQI+) persons and our allies through social opportunities, health & wellness services, and awareness programs.

Rainbow envisions a society that embraces acceptance, safety and equality for all, regardless of sexual orientation or gender identity.

### CLINICAL PROGRAM & POSITION SUMMARY

Rainbow Counseling Center provides culturally expansive counseling, case management, outpatient psychotherapy, and various support groups, including ones focused on “coming out”, and Parents/Guardians of LGBTQI+ and Gender Non-Conforming youth. The Clinical Program centers intersectional LGBTQI+ individuals, couples, families, and other members of the community in need of mental health services. The aim is to increase resiliency of our community, help stabilize people with high-risk and acute mental diversities that lead to functional impairment in order to ensure our Contra Costa County community thrive.

Associate Clinicians provide mental health counseling and related services to LGBTQI+ youth, adults, and seniors. As Rainbow transcends its vision from inclusive to expansive, we will be able to more effectively represent by centering and reaching a wider scope of People of Color, intersectional, and marginalized LGBTQI+ identities. We understand that “inclusion”, which in meaning and implementation, holds and maintains a power differential, whether or not intentionally set. With this Associate Clinician position, we look to center folx that need access to mental health services within our communities.

### ESSENTIAL POSITION RESPONSIBILITIES

- Work effectively with a diverse and intersectional client population
- Evaluate, assess and provide a provisional diagnosis of potential clients
- Maintain a full caseload of 15-20 clients
- Prepare case notes and give case presentations
- Work with acute and chronically mentally diverse adults or children and adolescents
- Establish and maintain good working relationships and be a part of a treatment team that includes case

managers, clinical supervisors, administrative staff, billing clerks, and community program staff

- Familiar with theories and use interventions that serve LGBTQI+ youth within family and school-focused contexts
- Familiarity with LGBTQI+ adult mental health, medical interventions, and legal brokering
  - Medical: Letters for medical procedures including HRT, gender identity interventions and/or surgeries
  - Legal: Name and gender change
- Complete paperwork and training required for Medi-Cal billing for services
- Familiar with Zoom and Google Workspace (Gmail, Google Drive, etc)
- Working knowledge of Simple Practice telehealth EHR platform preferred
- Participate in weekly Group/Individual Supervision as provided by Rainbow
- Participate in weekly Clinical and Staff Meetings as provided by Rainbow
- Additional Duties as assigned and/or needed

### **LICENSES REQUIRED**

Master's Degree in psychology or closely related behavioral science field from an accredited college or university, **and** current valid registration with the California Board of Behavioral Science Examiners as an Associate Marriage and Family Therapist (AMFT) or an Associate Clinical Social Worker (ASW) intern

Incumbent upon qualifying work under the direction of a licensed clinician and perform a variety of tasks for which State of California license eligibility is required. As a condition of continued employment, incumbents qualifying under this substitution pattern must complete the training and experience requirements necessary to obtain and maintain licensure as a Marriage and Family Therapist (LMFT), a Clinical Social Worker (LCSW), or as a Psychologist within the time periods prescribed by the governing bodies administering the issuance of these licenses.

### **SKILL REQUIREMENTS INCLUDE**

- Excellent verbal and written communications skills
- Commitment to cultural humility and work through a lens of social justice
- Intermediate skills and experience with MS Office applications and Google Workplace
- Detail-oriented with the ability to balance areas of work and prioritize
- Strong organizational skills and follow through
- Effective and kind communication skill sets
- Demonstrated ability to work as part of a team
- Enthusiasm and pride in work
- Mature attitude with a sense of humor
- Bilingual a plus! (Additional pay differential available for bilingual employees)

### **HOW TO APPLY**

To be considered for this position, please submit a cover letter, resume and three professional references to [rebecca.coffey@rainbowcc.org](mailto:rebecca.coffey@rainbowcc.org) with the subject line: "**Associate Clinician Application**". Please, no phone calls. Only applicants meeting all of the minimum qualifications may be invited for an interview. Outreach for interviews will begin September 7, 2021.

### **DISCLAIMER**

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to represent an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities from time to time as needed.

### **EQUAL OPPORTUNITY**

Rainbow provides equal employment opportunities to all employees and applicants for employment without regard to race, religion, color, sex, sex stereotype, gender identity, gender expression, transgender identity (including whether or not you are transitioning or have transitioned), sexual orientation, national origin, ancestry, physical or mental ability, medical condition, genetic information or characteristics, marital status, domestic partner status, age, military or veteran status and any other basis protected by federal, state or local law, ordinance or regulation.

Rainbow is committed to compliance with all applicable laws providing equal employment opportunities. This commitment applies to all persons involved in organization operations and prohibits unlawful discrimination by any employee of the organization, including supervisors and coworkers.