



Position Description: Associate Clinician

Reports To: Director of Clinical Services

Work Status: Full-time, 40 hours weekly

Salary Range: \$31-\$34/hour plus additional bonus/stipend at manager's discretion for completing additional trainings/certifications

Department: Clinical Services

Location: Remote work with hybrid office model working 1-2 days in person in our office at 2380 Salvio St., Suite 301, Concord, CA 94520

Benefits: Regular full-time employees receive sick time accrual and usage, 14 single paid holidays and 3 Floating Holidays annually in addition to December 25 through January 1, when the organization is closed. Rainbow pays 75% of Kaiser health insurance premium and the full premium for vision, dental, and short-term life through Principal.

Note: *These benefits are pro-rated at the employee's level of FTE if an employee is working part-time.*

Payroll Type: Non-Exempt

Supervisory: No

Initiated/Updated: December 4, 2023

Regular Hours: 40 hours per week

Schedule: Monday to Friday; flexible hours with occasional evenings and weekends required. Schedule is negotiable.

Position Available: Open until filled

Union: This position is part of Teamsters 856 bargaining unit and guaranteed by the National Labor Relations Act

ORGANIZATIONAL HISTORY

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.

MISSION

Rainbow builds community, equity, and well-being among Lesbian, Gay, Bisexual, Transgender, Queer, Questioning and Intersex (LGBTQI+) people & our allies.

VISION

Rainbow envisions a society that advocates for and celebrates gender and sexual diversity, racial justice, safety, and liberation for all through healing centered engagement.

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

Historically Marginalized and Intersectional LGBTQI+ Identities encompass:

- Transgender and Gender Non-conforming
- Black, Indigenous and People of Color
- Women
- Neurodiversity & Mental Health Abilities
- Physical Abilities
- Body Diversity
- HIV Status
- Elders
- Youth
- Immigrants
- Interfaith
- Familial Composition
- Class/Socioeconomic Status

**'inclusive' with its implied power differential, whereas 'expansive' refers to centering power with marginalized people*

As Rainbow transcends its vision from inclusive to expansive*, we will be able to represent by centering and reaching a wider scope of People of Color, intersectional, and marginalized LGBTQI+ identities more effectively. We understand that “inclusion”, which in meaning and implementation, holds and maintains a power differential, whether intentionally set. With this position we look to center folx that need access to adult support and services within our communities.

VALUES

Authenticity. We are legitimate and true, able to express hope, pride, joy, love, compassion, and support with one another and ourselves.

Bravery. We cultivate emotional strength building spaces for ourselves and one another that inform and redefine safety.

Education. We teach in welcoming, dynamic, fluid, open-hearted, and impactful ways demonstrating we are always learning.

Healing. We believe in holistic, restorative, and transformational approaches and processes.

Liberation. We are committed to racial and economic justice through the work of solidarity, positive representation, equity, and advocacy, to achieve freedom of limits.

ORGANIZATION CULTURE

Our services are based upon a three-tier model of interventions that are designed to reduce isolation, identify individuals in need of direct support, and increase resiliency of our community members – all while building skills needed to cope with the impact of living in a heteronormative and often rejecting dominant culture. Our work is also grounded within a vision of creating a society that embraces acceptance for people of all sexual orientations and gender identities and expressions.

We are dedicated to the development of Rainbow as a learning organization where board, staff, volunteers, and those we serve can join in co-creation of a culture that truly demonstrates the expression of our mission to build community and promote well-being. We are committed to learning together, sharing our knowledge, empowering each other, and creating an organization that supports the development of compassionate, reflective, talented, innovative, and dedicated employees, interns, and volunteers.

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 illness in order to ensure our Contra Costa County community thrive.

Associate Clinicians provide mental health counseling and related services to LGBTQI+ youth ages 12 to 25, 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 clients that need access to mental health services within our communities.

ESSENTIAL POSITION RESPONSIBILITIES

- Work effectively with a diverse and intersectional client population
- Interview, 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 seriously and persistently mentally ill adults or seriously emotionally disturbed 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 a family and school-based contexts
- Familiar 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
- Provide school-based mental health services as assigned
- Complete paperwork required for Medi-Cal billing for services
- Working knowledge of Simple Practice telehealth EHR platform preferred
- Participate in weekly Group/Individual Supervision as provided by Rainbow
- Participate in weekly Clinical 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 Social Worker (ASW).

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 (MFT), a Licensed Clinical Social Worker (LCSW), or as a Psychologist within the time periods prescribed by the governing bodies administering the issuance of these licenses.

Tech platform working fluency:

- Google Workplace applications including Gmail, Calendar, Docs, Sheets, Forms, Slides and Drive
- Microsoft Office including Word, PowerPoint, and Excel
- Zoom video conferencing

Commitment to learning or possession of working knowledge of program, development, and management approaches:

1. **ACEs Aware:** <https://www.acesaware.org/ace-fundamentals/>
2. **Asset & Strength-based Practice** <https://positivepsychology.com/strengths-based-interventions/>
3. **Cultural Humility:** <https://hogg.utexas.edu/3-things-to-know-cultural-humility>
4. **Depth of Knowledge & Bloom's Taxonomy** <https://www.synergiseducation.com/blooms-taxonomy-and-webbs-depth-of-knowledge/>
5. **Embracement of LGBTQI+ Cultures (SOGIE Handbook as one reference example)** https://www.health.ny.gov/prevention/sexual_violence/docs/sogie_handbook.pdf
6. **Emergent Strategy** <https://fortelabs.co/blog/emergent-strategy-organizing-for-social-justice/>
7. **Expansive Practices** (pp 25-33) https://www.health.ny.gov/prevention/sexual_violence/docs/sogie_handbook.pdf
8. **Growth Mindset** <https://www.mindsetworks.com/science/>
9. **Human Centered Design Process** <https://www.usertesting.com/blog/how-ideo-uses-customer-insights-to-design-innovative-products-users-love>
10. **Positive Youth Development (PYD) Framework** (universal application though focused on youth) <https://www.youthpower.org/positive-youth-development-pyd-framework>

11. **Restorative Practice** (partnered with Collective Healing and Transformation-CHAT)
http://64.166.146.245/docs/2021/MXCAB/20210717_1852/46141_The%20CHAT%20Project_Measure%20X_FINAL_7-2-21.pdf
12. **Search Institute's Developmental Assets Framework** (universal assets though focused on youth) <https://www.search-institute.org/our-research/development-assets/developmental-assets-framework/>
13. **Social and Emotional Learning (SEL)** <https://www.instituteforsel.net/approach>
14. **Trauma-Informed & Healing Centered Approach** https://www.cdc.gov/cpr/infographics/6_principles_trauma_info.htm

HOW TO APPLY

To be considered for this position, please submit a cover letter, resume and three professional references to jonathan@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.

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 be construed as 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.