



Position Description: Spanish Bilingual Associate Clinician

<https://www.rainbowcc.org/>

Reports To: Director of Clinical Services **Payroll Type:** Exempt

Work Status: Full-time, 40 hours

Supervisory: No

Salary Range: \$65,000-\$75,000/annual salary including 10% Spanish bilingual differential

Initiated/Updated: August, 2025

Regular Hours: 40 hours per week

Department: Clinical Services

Schedule: Monday to Friday; flexible hours with occasional weekends and evenings, and willingness to attend social events as needed.

Rainbow allows for remote work, based on organizational need and renewed CBA agreement between the Union and management.

Location: 2380 Salvio St., Suite 301, Concord, CA 94520

Position Available: Open until filled

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 premiums and the full premium for vision, dental, and short-term life through Principal.

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

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

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 support groups—such as those focused on “coming out” and for parents/guardians of LGBTQI+ and gender non-conforming youth. Our Clinical Program centers the needs of intersectional LGBTQI+ individuals, couples, families, and others in the community seeking mental health services. Our goal is to foster resilience, stabilize individuals experiencing high-risk or acute mental health

challenges, and help ensure that our Contra Costa County community can thrive.

Associate Clinicians deliver mental health counseling and related services to LGBTQI+ youth (ages 12–25), adults, and seniors. As Rainbow evolves from a framework of inclusion to one of cultural expansiveness, we are committed to more effectively centering and serving a broader spectrum of People of Color, as well as intersectional and marginalized LGBTQI+ identities.

We recognize that “inclusion,” both in meaning and practice, often sustains existing power differentials—whether intentional or not. With this Associate Clinician role, we are intentionally centering clients within our communities who have been historically underserved and who need equitable access to affirming, culturally relevant mental health services.

ESSENTIAL POSITION RESPONSIBILITIES

- Provide effective mental health services to a diverse and intersectional client population.
- Conduct client interviews, assessments, and deliver provisional diagnoses.
- Develop treatment goals, document diagnoses, and administer client-centered measurement tools.
- Maintain a full caseload of 20 clients and offer drop-in clinical hours until the caseload is filled.
- Prepare thorough case notes and deliver case presentations as required.
- Attend all mandatory staff and clinical meetings.
- Serve adults and youth with mild to moderate acuity.
- Collaborate effectively within a multidisciplinary treatment team, including case managers, clinical supervisors, administrative staff, billing personnel, and community program partners.
- Apply therapeutic interventions and theories that support LGBTQI+ youth and adults, relational therapy models, and school-based mental health contexts.
- Demonstrate knowledge of LGBTQI+ adult mental health needs, including medical interventions and legal advocacy.
- Provide medical documentation as needed for procedures such as hormone replacement therapy (HRT), gender-affirming interventions, and surgeries.
- Offer legal support letters for name and gender marker changes.
- Deliver school-based mental health services as assigned.
- Complete documentation and paperwork required for Medi-Cal billing compliance.
- Utilize the SimplePractice telehealth EHR platform (working knowledge preferred).
- Participate in weekly group and individual supervision provided by Rainbow.
- Attend weekly clinical team meetings hosted by Rainbow.
- Perform additional duties as assigned or required.

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_FIN_A_L_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 nicole@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.