**RESIDENT IN COUNSELING/SOCIAL WORK**

**THE CENTER FOR RACIAL & HEALTH EQUITY LLC:**

The Center for Racial & Health Equity LLC provides comprehensive behavioral health services for children, adolescents, and families. Our services include individual, couples/family and group counseling, case coordination, and medication management.

**EMPLOYER:** The Center for Racial & Health Equity LLC

**LOCATION(S):** Delaware, Georgia, and Pennsylvania (Hybrid and Remote)

**HOURS:** Variable

**POSITION CATEGORY:** 1099 Contractor

**INTRODUCTION**

The Center for Racial & Health Equity LLC strives to provide innovative culturally sensitive and responsive behavioral health services to increase treatment engagement and improve total health outcomes across all populations globally.

**VALUES**

At the Center for Racial & Health Equity LLC, we value equity, cultural humility, innovation, collaboration, and community.

**COMMITMENT**

We are committed to the hire and retention of a workforce that represents the vastness of diversity globally. We aim to create an inclusive culture at each level of our company to promote representation and increase opportunities for advancement for all persons. We are focused on building a workforce of the most qualified scholars, researchers, and providers that will collaborate with us in expanding access to care globally and developing innovative solutions to address salient global health problems.

We strongly encourage candidates of diverse backgrounds to apply.

**OVERVIEW**

Residents of counseling or social work will provide evidence-base, culturally tailored, and individualized services to clients ages 5+ under the supervision of an approved supervisor. Residents will demonstrate knowledge of pedagogy, theoretical framework, and models in conceptualizing human behavior. Using this knowledge, residents will collaborate with supervisors to select appropriate therapeutic modalities to treat presenting problems and integrate strengths to achieve goals mutually agreed upon with clients. Residents will demonstrate knowledge of systemic factors that influence participation or engagement in treatment and responsiveness to therapeutic modalities and interventions, making adaptations as warranted. Residents will constantly evaluate presenting symptoms using current psychometric instruments when warranted, interpret findings, and integrate these findings in treatment. Clients will be evaluated for safety concerns, with residents prioritizing client needs to promote a holistic and wellness-oriented approach in treatment. Residents must be willing to retain a caseload of individuals, couples, or families based on their clinical expertise when appropriate and participate in administrative and supervisory activities to meet state licensure requirements and site requirements.

**DUTIES**

* Maintain a caseload of at least five (maximum of 30) individuals, couples, and/or families for the duration of employment.
* Participate in hourly supervision once per week for the duration of employment.
* Participate in dyads or group supervision for 75 to 90 minutes bi-weekly for the duration of employment.
* Participate in staffing of cases quarterly and present at one case per quarter in accordance with guidelines established by the clinical supervisor.
* Complete and submit biopsychosocial and spiritual intakes for newly admitted clients assigned to their caseload within 48 hours.
* Collaborate with clients to develop tangible treatment goals using appropriate theoretical frameworks and therapeutic modalities.
* Identify appropriate cultural considerations (e.g., linguistic/language, spiritual/religious, historical or generational factors, race/ethnicity, gender or sex, SES, and nationality) and incorporate these considerations in treatment as necessary.
* Seek supervision to research adaptations to Western modalities and incorporate modifications to interventions to meet cultural needs of diverse populations.
* Administer and interpret findings of universal screening tools (e.g., PHQ-9, GAD-7, PCL-5, CAGE-AID, and DAST-10) in treatment to reflect presenting symptoms and areas for treatment.
* Assess all clients for history of suicidal and homicidal behavior. Develop comprehensive safety plans and obtain consent for mental health crises or emergencies.
* Maintain record of imminent safety threats and report threats to leadership.
* Inform clients of mandated reporter designation. Act in good faith and inform leadership of suspected child/abuse or neglect. Collaborate with leadership to file and follow-up on reports to promote client safety and compliance with state and federal laws.
* Identify barriers with implementation of services, client retention, and matriculation and report this information to the supervisor.
* Submit all documentation within 48 hours.
* Participate in in-service training specific once per quarter (minimum).
* Participate in external trainings twice per quarter (minimum).
* Attend and engage in all staff meetings.
* Collaborate with the clinical supervisor to develop and implement a plan of self-care.
* Remain abreast of changes in state laws that impact provisions of care.
* Foster a culturally inclusive environment.
* Demonstrate professionalism and behavior that aligns with mission, vision, and values.
* Identify and report fraud, abuse, and waste to the Clinical Supervisor and Director of Operations and Compliance.
* Maintain record of all direct and indirect services hours and supervision obtained throughout the duration of employment.

**EDUCATION**

Masters in Counseling or Masters in Social Work.

**LICENSURE & CERTIFICATION**

Nationally Certified Counselor (NCC) preferred but not required

* Counselors will be expected to pass one of the following exams contingent upon their area of specialization: National Counselor Examination (NCE) or the National Clinical Mental Health Counseling Examination (NCMHCE). Social work graduates will be expected to have passed the Association of Social Work Boards (ASWB). Passing and successfully completing the exam prior to beginning residency is preferred but is not required. If the exam has not been completed, residents will participate in study sessions that emphasize core competencies to successfully complete or pass these national exams.

**SKILLS**

* Spoken and Written English Proficiency.
* \*Spoken and Written Proficiency in second language such as Spanish, Haitian Creole, French, Russian, Vietnamese, Cantonese, Mandarin, Dutch, Korean, Portuguese, Chinese, or Arabic (Preferred).
* Knowledge of core competencies in counseling or social work.
* Knowledge of federal and state laws that influence standards of care, clinical practice, and supervision.
* Knowledge of therapeutic modalities, interventions, and assessments in counseling.
* Knowledge of crisis response planning and state laws for involuntary commitment.
* Knowledge of de-escalation techniques.
* Ability to establish professional relationships with colleagues.
* Willingness to collaborate and learn in a multidisciplinary and interdisciplinary environment.
* Willingness to participate in expansion and quality assurance measures.
* Ability to seek knowledge, training, and consultation to serve diverse populations and receive clinical supervision to expand one’s skills and application of knowledge.
* Critical analysis, problem solving, and care coordination.
* Ability and willingness to work collaboratively to identify and solve identify problems and improve outcomes.
* Ability and willingness to communicate effectively and consistently with colleagues.
* Desire to develop and maintain a growth mindset and evolve with an action-oriented and community-centered employer.

**COMPENSATION**

Residents are hired as 1099 contractors. Compensation for residents varies by state and is as follows:

***Delaware:***$25/hour

***Georgia:***$28/hour

***Pennsylvania:***$27/hour

Residents receive individual, triadic, and group supervision towards state licensure in the jurisdiction they reside and will be pursuing this credential as part of their training experience.

**BENEFITS**

* Marketing and promotion of services and expertise.
* Training opportunities.
* Individual/Triadic/Group Supervision.
* Business Development Training.
* Consultation on Branding/Marketing.
* Transitional Services Upon Completion of Residency including Transfer w/Full Caseload.

**OUR COMMITMENT TO YOU**

Our staff and employees are the fabric of our organization. We are committed to using our existing business model to expand our base globally while also becoming the premier national provider for comprehensive behavioral health and primary care services through strategic partnerships. We are committed to your personal and professional develop, desire and right to thrive, and contribute meaningfully in this current climate. Join us on this venture in revolutionizing care.