



Do you dream of joining the nonprofit sector? Do you want to make a positive impact on people's lives by working alongside survivors of domestic and sexual violence? Do you have experience being flexible and creative to find solutions to obstacles?

Well, you're in the right place! **Clackamas Women's Services (CWS)** is hiring a **Latinx Counselor** to join our team.

Key Details:

- **Pay:** \$60,840 - \$68,609/ year, DOE (+differential for bilingual skills). Benefits available first of the month following hire.
- **Schedule:** Full Time, 40 hours a week, Monday – Friday; some evenings when needed
- **Benefits:**
 - 100% employer-paid health, dental, vision, and alternative care benefits for employee and dependent children, 100% employer-paid long-term disability and life insurance, retirement plan contribution of 5%.
 - Generous PTO (28.5 days in first year), 10 paid holidays per year (of your choosing), paid day off for birthday, paid parental leave, EAP, Anniversary bonus: \$25/year of service. \$100 monthly travel stipend.
 - Professional development opportunities, i.e., conferences and trainings. CWS was voted as one of the 100 Best Nonprofits to Work for in Oregon in 2023!

Who We Are: In 1985, CWS grew out of neighbors opening their homes and sharing what they had in hopes of building a safer community for families. Since then, we've grown beyond shelter to offer a wide range of services for anyone experiencing domestic and sexual violence, from initial crisis to long-term healing. We continue the legacy of working with survivors, community members, emergency responders, partner organizations, and businesses to build communities that honor and support survivors of domestic and sexual violence.

To learn more, check out our website: <https://www.cwsor.org>.

We are committed to building a diverse and inclusive workforce that represents the communities we serve. Women, people of color, LGBTQIA+, older adults and people with disabilities are strongly encouraged to apply.

Who You Are: Our mission is to break the isolation of domestic and sexual violence. It takes a wide range of amazing and diverse people to achieve the mission of Clackamas Women's Services and to be successful in the work that we do. Through our confidential emergency shelter, our rural outreach office, and A Safe Place Family Justice Center, CWS coordinates services with other public and private agencies in order to best serve survivors seeking help. Our Latinx Counselor will go through 40 hours of domestic violence advocacy training as part of their training. Qualifications include:

- **Bilingual Spanish required.**
- **Demonstrated cultural competency strongly preferred.**
- Master's degree in Counseling, Psychology, or Social Work.
- Experience providing clinical services to adults and/or youth
- Have working knowledge of insurance billing practices within the mental health sector.
- Experience in the field of domestic violence, sexual violence and/or child abuse.
- Demonstrated understanding of the dynamics of domestic and sexual violence and its effect on survivors, their children and society.



- Demonstrated understanding of systems of oppression, ability to work effectively and non-judgmentally with individuals from diverse backgrounds, and understanding of culturally competent service delivery
- Demonstrated skills working with children and parents in a social services setting.
- Knowledge of developmentally appropriate clinical practice and positive parenting techniques.
- Ability to work both independently and in a team.
- Ability to provide effective clinical care in-person and via telehealth.
- Ability to work effectively and non-judgmentally with individuals from diverse backgrounds and understanding of culturally competent service delivery.
- Enthusiasm for working collaboratively with a wide range of public and private systems.
- Valid driver's license and reliable transportation required; position includes use of personal vehicle to complete some tasks.
- Bilingual/bicultural persons strongly encouraged to apply.

Position Overview: Our Latinx Counselor works as part of a team that is responsible for providing trauma-informed, linguistically and culturally responsive mental health counseling to survivors of sexual assault, domestic violence, stalking, the sex industry and/or elder abuse with a priority of serving CWS Latinx participants.

- Conduct Mental Health Screenings and Assessments, develop Individualized Treatment Plans, and conduct periodic Treatment Reviews to evaluate progress of therapy with CWS participants.
- Provide one-on-one, group, and/or family counseling sessions to survivors in accordance with CWS' expectations around time spent providing direct service.
- Facilitate intervention and support groups for survivors in the community, at CWS office locations or via telehealth.
- Keep up-to-date and accurate records. Complete documentation of all services, including intakes, releases of information, demographics tracking and statistics within agency database and Electronic Health Records in a timely manner consistent with OARs and agency expectations.
- Provide consultation to co-workers and community partners around mental health, addiction, and trauma response that may impact survivors.
- Provide advocacy, case management, referrals and/or service navigation to participants as needed.
- Practice Trauma Informed Care consistent with CWS model of counseling and program service delivery.
- Meet regularly with a clinical supervisor to support client care and professional development.
- If working towards licensure: maintain hours, associated paperwork, and other requirements to work towards licensure.
- Work in conjunction with other staff to provide consistent services to participants.
- Participate in speaking engagements and facilitate educational trainings as requested.
- Represent CWS at community meetings and outreach events targeting outreach to the Latinx community.
- Attend CWS all staff meetings, regular team meetings, staff retreats and A Safe Place meetings.
- Meet regularly with the Counseling Program Manager to plan and prioritize projects.
- Works to establish effective, positive, and ongoing relationships with community partners.
- Communicates in a trauma-informed manner and provide comprehensive information to housing participants in an accessible way.
- Physical Requirements: frequently ascend/descend stairs; move items up to 50 lbs., assist in households' tasks, move throughout CWS worksites.
- Other duties as assigned.



Please submit a resume and cover to hr@cwsor.org with the subject line of “Latinx Counselor”

Clackamas Women’s Services complies with applicable federal civil rights laws and does not discriminate on the basis of race, color, national origin, disability, religion, sex, gender identity, sexual orientation, or age.

Clackamas Women’s Services operates its program, services, and activities in compliance with federal nondiscrimination laws.

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