



rape trauma services

a center for healing & violence prevention

Programa Para Latinos Trauma Counselor Part-time to Full-time (Exempt)

About the Agency:

Rape Trauma Services (RTS) of San Mateo County strives to eliminate all forms of violence, with a special focus on trauma from all forms of violence and abuse. Our scope of services includes a 24-hour crisis line, counseling, advocacy, accompaniment, self-defense training, rape and other violence prevention education in schools, and outreach to underserved populations.

It is our strong belief that violence and abuse must be examined on an individual level (e.g., sexual abuse, rape) as well as a collective level (e.g., genocide, war), and in the context of societal inequities (e.g., sexism, racism, heterosexism). We also believe that violent behaviors by individuals as well as societal inequities perpetrated on a collective level are, at their core, about unhealed effects of trauma and ensuing cycles of violence.

We seek candidates who share our vision and philosophy including core beliefs such as (1) we all have been affected by violence and inequities; (2) healing from the effects of those experiences is a life-long process; and (3) commitment to one's healing is a key to our well-being, effective relationships with others, a healthy and equitable work environment, and meaningful political change.

RTS Staff, Interns, and Volunteer Trauma Counselors and Therapists work together to provide a variety of support services to child, adolescent and adult survivors of all forms of direct and indirect trauma from violence and abuse, particularly sexual abuse or assault.

The major components of our agency include the following:

- 24-hour confidential crisis line
- Crisis, Short-term, and Long-term Counseling
- Individual and Group Counseling
- Advocacy & Accompaniment
- Prevention Education, Community Outreach and Professional Trainings
- Vibrant volunteer community

Programa Para Latinos Trauma Counselor Job Description:

The Programa Para Latinos Trauma Counselor (peer) position is one that requires an empathic, passionate and pragmatic individual who can serve San Mateo County's underserved Spanish Speaking adult population. Under the supervision of the Counseling Director and Program Director, the position will see clients in the RTS office and community.

Primary tasks for the Trauma Counselor include but are not exclusive to the following:

- Receive counseling referrals, schedule appointments and see clients to maintain an ongoing caseload
- Provide administrative and programmatic support of counseling program
- Collaborate with Counseling Director and Counseling Coordinator regarding in-take, assessments, scheduling, and case assignments
- Manage the development and maintenance of a Spanish Speaking therapist referral list
- Provide direct trauma counseling services, accompaniment and advocacy to children, adults and families
- Collaborate in planning and implementing services outreach in San Mateo County
- Participate in group and individual mentoring weekly
- Perform other agency responsibilities as needed



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Program-Specific Qualifications: *Applicants must demonstrate the following qualities, skills, and experiences:*

- Graduate degree in a psychology-related field preferred. Bachelor's degree required
- Bi-cultural and bi-lingual Spanish speaking required
- Strong interpersonal and communication skills, oral and written, including ability to listen, clarify, validate, respectfully challenge; interest in supporting the skill development and thus personal healing of all Staff
- Strong interest in and commitment to developing and/or expanding trauma-focused counseling and advocacy skills including openness to an eclectic range of interventions for supporting child victim-survivor healing
- Ability to take initiative, provide leadership combined with openness and patience in learning agency culture
- Ability to balance autonomy, accountability, and collaboration
- Ability to manage many projects simultaneously (i.e., multi-task) while attending to detail and quality
- Ability to effectively outreach to various communities with ease, combining humility and confidence
- Must be familiar and experienced with using relationship-based and trauma-informed care
- Basic word-processing and database skills (i.e., Microsoft Excel) or ability to acquire skills quickly

General Qualifications:

- Appreciation of the agency's philosophical understanding regarding violence and oppression (outlined in the "About the Agency" section of this announcement)
- Demonstrable commitment to inclusiveness and making the agency's services accessible to all people
- Demonstrable commitment to your personal healing as key to working responsibly and effectively with others
- Demonstrable commitment to developing trauma-focused counseling and advocacy skills
- Willingness to work flexible hours, including some weekend and evening hours
- Demonstrable commitment to creating and maintaining a work environment reflective of the agency's mission and philosophy regarding working relations
- Perform administrative/operational and maintenance tasks in collaboration with all other staff
- Ability to balance autonomy, responsibility, and collaboration
- Strong organizational skills and interest in maintaining a structured, warm, healing-conducive environment
- Valid California driver's license, insurance, and reliable access to transportation

Salary/Benefits:

Competitive Salary and benefit package including twenty days of accrued PTO, full healthcare, vision and dental and retirement plan. RTS is an Equal Opportunity Employer.

Application Process:

Submit resume and a cover letter via email to jobs@rapetraumaservices.org

We strongly encourage individuals who can represent one or more underserved populations in San Mateo County (e.g., people of color, people who identify as gay, lesbian, bisexual, transgender, people with disabilities, immigrants)
Position open until filled