



rape trauma services

a center for healing & violence prevention

JOB ANNOUNCEMENT

Trauma Therapist; Bilingual Spanish Speaking Required

Full-time position, 40 hours/week

About the Agency:

Rape Trauma Services (RTS) of San Mateo County strives to eliminate all forms of violence, with a special focus on sexual assault and abuse. Our scope of services include a 24-hour crisis line, counseling, advocacy, accompaniment, self-defense training, rape and other violence prevention education in schools, and outreach to under-served 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, Trauma Counselors, and Therapists work together to provide a variety of support services to child, adolescent and adult survivors of sexual violence in particular, as well as all forms of direct and indirect trauma from violence and abuse.

The major components of our program include the following:

- A 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

Trauma Therapist Job Description: *Primary tasks for this position include but are not exclusive to the following:*

Under the direction of the Counseling Director:

- Collaborate with staff and the Counseling Director for the timely and clinically accurate provision of trauma based psychotherapy **in Spanish**, both office based and school-based work (including children, adolescents, adults, families, and support groups)
- Accompaniment and advocacy services to survivors and their families
- Work closely with Keller Center staff (forensic hospital/interviews) to ensure follow up to survivors/families
- Assign and perform timely case management, outreach, and documentation tasks
- Participate in supervision/consultation with Supervisor and Mentoring Staff, as experience indicates
- Provide on-call crisis line back-up support as needed and shared with other Staff
- Collaborate in planning and implementing outreach in San Mateo County
- Perform other agency responsibilities as identified



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

- Graduate degree in a psychology-related field; licensed or licensed-track in your field (MFT, MSW, etc.);
- Oral and written fluency in English and Spanish.
- Must be familiar and experienced with using relationship-based and trauma-informed care, and be able to demonstrate knowledge of (and experience in) working with at-risk children, families and caregivers, especially under-served populations and gender diverse individuals
- Strong interpersonal and communication skills, oral and written, including ability to listen, clarify, validate, respectfully challenge, and 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 victim-survivor healing
- Ability to take initiative, and provide leadership combined with openness and patience in learning agency culture
- 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
- Ability to effectively communicate with, motivate, support, and work with individuals from diverse backgrounds and life experiences
- In-depth knowledge of various issues that affect the lives of Latinos, both immigrant and U.S.-born.

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
- 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
- Strong organizational skills and interest in maintaining a structured, warm, healing-conducive environment
- Demonstrable commitment to contributing to the operation and growth of the agency by taking on administrative/operational tasks and providing leadership as appropriate
- Ability to balance autonomy, responsibility, and collaboration
- Valid California driver's license, insurance, and reliable access to transportation
- Basic word-processing and database skills (i.e., Microsoft Excel) or ability to acquire skills quickly
- Bi-Cultural applicants highly encouraged to apply

Salary/Benefits:

Competitive Salary and benefits package including twenty days vacation/sick leave, full health-care, vision and dental. RTS is an Equal Opportunity Employer.

Application Process:

Submit resume, salary history and a cover letter via email to rachael@rapetraumaservices.org

Please send all applications clearly labeled "Attn: Bilingual Trauma Therapist– (Your Name)."

In a cover letter briefly describe your view of the core impacts of trauma from violence on survivors and their families and communities. Explain your investment in working with this population and what you bring to the work. Your cover letter must be succinct and not exceed 1 page.

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