

JOB DESCRIPTION: CONTRACT THERAPIST

THE ORGANIZATION:

Started in 2012, Network for Victim Recovery of DC ([NVRDC](#)) creates equitable healing and dignified experiences for survivors of crime by providing free, trauma-informed advocacy, therapeutic, and legal services in conjunction with strategic litigation, policy advocacy, and education to transform existing responses to harm. We are a growing DC nonprofit organization with a team of passionate and dedicated staff.

THE CONTRACT THERAPIST POSITION:

NVRDC seeks a provisionally licensed therapist (LGPC) to join our Therapeutic Services team. The Contract Therapist will provide individual therapy to survivors of crime (sexual assault, assault, domestic violence, childhood sexual abuse, stalking, homicide, and more). This position will work collaboratively with members of NVRDC's Legal and Advocacy Programs to ensure provision of legal support, advocacy, and resources to survivors. The Contract Therapist will be resourceful, highly organized, a team player, flexible, a critical and analytical thinker, self-reflective and self-aware, and open to growth and learning. The Contract Therapist will also be committed to working with people from diverse cultural, linguistic, economic, educational and vocational backgrounds to demonstrate NVRDC's dedication to social justice and access to justice for all victims of crime in DC.

This position reports to the Director of Therapeutic Services, who is a Licensed Professional Counselor. This contract will end on September 30th, 2024.

BENEFITS PACKAGE:

This is a contracted (5 - 10 hours per week), FLSA exempt, at-will position with an hourly compensation range of \$40 - \$60/hour contingent upon experience. This flexible position will receive supervision hours to count towards the incumbent's licensure requirements.

POSITION PRIMARY RESPONSIBILITIES:

The majority of the Contract Therapist's time will be spent providing individual therapy, communicating with NVRDC's Advocacy and Legal teams for internal referrals, and screening external referrals.

Specific responsibilities include:

- Facilitating assessments and intakes;
- Maintaining a caseload of short-term therapy clients;
- Co-facilitating therapy support groups for survivors (if interested);
- Collaborating with NVRDC Advocates and Attorneys to assist in appropriate mental health referrals, based on the expressed needs of the client;
- Empowering clients to make informed decisions about their mental health;

- Assisting with training as requested for staff as well as external stakeholders;
- Maintaining accurate case records;
- Communication with law enforcement agencies, schools, health and welfare agencies, and community partners as necessary;
- Updating the Comprehensive Therapy Resource Guide; and
- Performing other duties as needed.

Required Qualifications:

Candidates must possess the following qualifications in order to be considered for the position:

- Licensed or eligibility for licensure as a Graduate Professional Counselor (LGPC) in Washington, DC – **applicants who do not meet this qualification will not be considered;**
- Master’s degree in counseling, psychology, or related field;
- A demonstrated commitment to social justice, anti-oppression, and ending power-based violence;
- A demonstrated desire to work with crime victims and ensure they receive needed services;
- Experience working for marginalized and underserved communities;
- Strong oral and written communication skills;
- Excellent organizational skills; and
- A reputation for integrity, dependability, and professionalism.

Desirable Qualifications:

- Proficiency in written and spoken Spanish with the ability to provide therapeutic services and assistance in Spanish;
- Extensive knowledge of victim services available within the District of Columbia; and
- Experience working for marginalized and underserved communities **and** crime victims.

What success means in this position:

This position requires a self-starter who learns quickly and works well independently and as a team player. After 15 days, you will be familiar with NVRDC’s therapeutic services, understand our client intake and onboarding process, have learned and demonstrated the ability to conduct intakes in a professional, empathetic, and empowering manner, and have started providing individual therapy sessions to a number of NVRDC clients. You will regularly attend Therapeutic Services team meetings and understand the deliverables required of your position’s funding. You will meet biweekly with your supervisor. You will be knowledgeable in the expectations regarding your relationship with the survivors assigned to your cases.

PHYSICAL DEMANDS:

The physical demands described are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Compliance with partner/affiliate policy may be required to fulfill core duties detailed in your job description. Such partners/affiliates may include but are not limited to District and Federal Court systems, MedStar Washington Hospital Center, Metropolitan Police Department, DCFNE and the like. Such directives may include but are not limited to use of personal protective equipment, health testing such as Tuberculosis screening, flu and COVID vaccine requirements, and other directives as determined by NVRDC's Executive Director when necessary to keep staff, clients, and partners safe and healthy.

It is anticipated that this position will require a hybrid of in person work at the NVRDC office, in court, at the hospital, on-scene, at outreach events, staff meetings, trainings, fundraising events, partnership meetings, or other locations and telework.

Additionally, this position requires residency and licensure within the District of Columbia region as defined by the ability to provide therapy services as part of the core job function of this role.

HOW TO APPLY:

Individuals of color, survivors of crime, and LGBTQ+ individuals are encouraged to apply. NVRDC is an equal opportunity employer and does not discriminate against employees or applicants for employment on the basis of an individual's race, color, religion, creed, sex, national origin, gender identity, sexual orientation, age, disability, marital status, veteran status, or status as a victim of sexual or domestic violence or stalking, or any other status protected by applicable federal and District of Columbia laws. Reasonable accommodations are available to qualified applicants upon request. Auxiliary aids and services are available in alternative formats.

This position is a Protection and Security Sensitive position in accordance with DC Regulation Rule 6-B406. All offers of employment are contingent upon the clear result of a background check and drug and alcohol screening. Disqualifying events pertain to ensuring compliance with serving minors, sexual assault survivors, and victims of crime. Background checks are conducted on all final candidates and up to an annual recurrence as determined by program compliance and the Executive Director.

NVRDC implements a redacted recruitment process for the hiring of positions. Identifiers of above statuses, and any other status protected by applicable federal and District of Columbia laws, are redacted prior to application review by the hiring team. There will be a rolling interview process, we encourage interested candidates to apply early using the below guidelines.

Please note that NVRDC will only consider applicants who are permitted to practice counseling as a Licensed Graduate Professional Counselor (LGPC) in Washington, DC. License must be current.

Please follow these specific instructions for submitting your application:



1. Email your resume and cover letter in PDF format to careers@nvrdc.org. Only emailed submissions will be accepted. Applications will be accepted on a rolling basis.
2. Use the subject line: "Contract Therapist Application, [your last name]"
3. In the body of the email, copy and paste these questions and add your answer to each question below in a "yes" or "no" format. It is not acceptable to write "See Resume" in response to these questions.
 - a. Are you licensed as an LGPC in the District of Columbia? If not, are you eligible for licensure?
 - b. Are you authorized to work in the United States?
 - c. Will you now or in the future require work authorization?
 - d. If offered the position, would you be able to start within approximately two weeks of receiving an offer?

Due to the volume of applicants, we will only contact individuals invited to interview.

NVRDC values and embraces diversity and equal opportunity and is dedicated to offering welcoming programmatic, attitudinal, and physical environments that enable diverse populations to freely access our facility and its services. NVRDC is committed to compliance with the Americans with Disabilities Act (ADA) and to the fair and equal treatment of all individuals with disabilities as prescribed by this law, whether they are clients, employees, or volunteers.