

Licensed Clinical Therapist / Psychologist

High-Acuity Adolescent & Young Adult Services

LOCATION Dallas, TX On-site & community-based	EMPLOYMENT Full-time	ADMINISTRATIVE SUPERVISOR Chief of Staff, Chelsea Robertson
CLINICAL SUPERVISOR Co-Founder, HaeSung Han, Psy.D.	LICENSURE Independent Texas clinical license required	COMPENSATION Competitive; commensurate with experience

About POETIC

POETIC prevents and interrupts youth exploitation by helping young people recognize and respond to manipulation, providing intensive support when exploitation occurs, and working to address the conditions that allow exploitation to persist. Our mission is to ensure that youth vulnerable to and impacted by exploitation and trafficking find their voices, reclaim their narratives, and persist forward.

Our direct-service model brings together trauma therapy, creative arts therapy, clinical case management and advocacy, education advocacy, and economic opportunity. Our prevention work reaches youth earlier by strengthening the skills and protective factors that support agency, safety, and long-term opportunity.

Our clinical team works primarily with adolescents and young adults who have experienced complex trauma, abuse, exploitation, or trafficking, many of whom are involved with juvenile justice, child welfare, or other youth-serving systems.

Position Summary

The clinician will provide individual, family, and group therapy to adolescents and young adults who may be navigating abuse, exploitation or trafficking, self-harm or suicidal ideation, substance use, runaway behavior, justice or child welfare involvement, and significant emotional or behavioral dysregulation.

This is not a traditional outpatient therapy role. The work is clinically demanding, relational, and dynamic. It requires flexibility, sound clinical judgment, strong boundaries, persistence, and the ability to remain steady when a young person is in crisis or not yet ready to engage consistently.

Clinicians are not expected to meet every need alone. POETIC's interdisciplinary model pairs strong clinical care with case management and advocacy, education support, workforce development, prevention programming, and organizational leadership. Collaboration and shared responsibility are central to how we work.

Core Clinical Responsibilities

- Maintain an expected average of approximately 25 hours per week of direct clinical service, including individual, family, and group therapy, assessments, and other scheduled face-to-face clinical services, adjusted as appropriate for clinical acuity and program needs.
- Exercise independent clinical judgment while actively utilizing supervision, consultation, and multidisciplinary collaboration in complex cases.
- Conduct comprehensive clinical assessments, diagnosis, treatment planning, trauma assessment, suicide and self-harm risk assessment, and ongoing evaluation of clinical needs.
- Provide evidence-based, trauma-focused treatment responsive to each youth's developmental needs, clinical presentation, strengths, culture, and goals.
- Facilitate DBT-informed skills groups and other therapeutic groups based on youth and program needs.
- Provide caregiver and family engagement, including family therapy, psychoeducation, safety planning, skills reinforcement, and treatment collaboration when clinically appropriate.
- Respond to high-acuity clinical situations, including suicidal ideation, self-harm, acute dysregulation, runaway risk, and other behavioral or mental health crises; complete safety planning and coordinate a higher level of care when clinically indicated.
- Provide between-session DBT coaching to youth on the clinician's caseload in accordance with POETIC's DBT-informed clinical model, coaching protocols, and professional boundaries. Coaching contacts are separate from direct clinical service expectations.

- Maintain therapeutic engagement with youth who may continue to experience high-risk behaviors, ambivalence, missed appointments, or inconsistent participation, using a persistent, nonjudgmental, trauma-informed approach that prioritizes safety, engagement, and incremental behavior change.

Community, Systems & Team Collaboration

- Deliver services at POETIC and at partner organizations throughout Dallas; meet youth in other appropriate community settings when clinically necessary to support engagement and continuity of care.
- Collaborate with POETIC case management, advocacy, education, workforce development, prevention, and leadership staff through treatment planning, team meetings, clinical consultation, and multidisciplinary case review.
- Work collaboratively with caregivers, juvenile justice personnel, probation officers, child protective services, CASA, foster care providers, schools, healthcare providers, attorneys, courts, and other community partners as appropriate.
- Attend court hearings when clinically appropriate; prepare clinical reports and recommendations; and provide factual or clinical testimony related to treatment when required and within the clinician's scope of practice.
- Facilitate prevention-focused groups, including POETIC's Risk and Resilience Initiative (RRI) programming, as assigned.
- Maintain clear professional boundaries and ethical communication practices across in-person, community-based, phone, and text-based clinical interactions.

Documentation, Quality & Accountability

- Maintain accurate and timely clinical documentation consistent with POETIC policies, legal requirements, and professional standards.
- Complete treatment plans, progress notes, risk and safety assessments, discharge planning, and other required clinical documentation.
- Administer and document standardized outcome measures and other data required for clinical quality, program evaluation, research, and funding purposes.
- Participate actively in clinical supervision, consultation, case review, and organizational meetings.

Required Qualifications

We are looking first and foremost for an experienced, independently licensed clinician who is skilled in working with adolescents and young adults with complex trauma and high-acuity clinical presentations.

- Master's or doctoral degree in clinical psychology, social work, counseling, marriage and family therapy, or another qualifying clinical mental health discipline.
- Current independent Texas clinical licensure in good standing (e.g., Licensed Psychologist, LCSW, LPC, LMFT, or equivalent independent clinical license). Associate, intern, or provisional licensure does not meet this requirement.
- Five or more years of relevant clinical experience.
- Demonstrated experience working with adolescents and/or young adults and familiarity with adolescent and young-adult development.
- Experience working with youth impacted by abuse, exploitation, and/or trafficking.
- Strong clinical competence with high-acuity presentations, including risk assessment, suicidality, self-harm, crisis intervention, safety planning, complex trauma, and significant emotional or behavioral dysregulation.
- Ability to engage youth experiencing ongoing high-risk behavior while maintaining safety, accountability, therapeutic boundaries, and a nonjudgmental stance.
- Ability to work effectively in a flexible, multidisciplinary, community-based model of care.
- Successful completion of required background checks and eligibility to work with minors and other vulnerable populations, including applicable partner-system requirements.
- Reliable transportation and ability to travel locally throughout the Dallas area for work-related services and meetings. Clinicians are not expected to transport youth.

Strongly Preferred / Additional Strengths

- Training and meaningful clinical experience in Dialectical Behavior Therapy (DBT). POETIC provides ongoing training and development in its clinical model.
- Experience navigating juvenile justice, child protective services, foster care, court-involved treatment, or other youth-serving systems.
- Spanish-English bilingual ability.
- Experience treating co-occurring substance use, including assessment, motivational interviewing, harm-reduction approaches, treatment integration, and referral to specialized care when indicated.
- Training in trauma-focused evidence-based practices such as TF-CBT, CPT, DBT-PE, or related approaches.
- Eligibility and interest in supervising graduate clinical interns.

- CPR/First Aid certification.
- Interest or experience in clinical program development, quality improvement, staff training, or community education. These are opportunities for clinicians with relevant strengths and interests and are not baseline requirements.

Schedule & Working Conditions

- Full-time, primarily on-site and community-based in Dallas.
- Flexibility to work up to three evenings per week based on youth and program needs, with scheduled workdays ending no later than approximately 7:00 PM.
- Ability to travel to POETIC partner organizations, schools, courts, placements, juvenile justice settings, and other appropriate community locations throughout the Dallas area.
- Ability to work effectively in emotionally demanding situations involving high-acuity youth while using supervision, consultation, teamwork, and appropriate professional self-management.

Compensation & Benefits

- Competitive salary commensurate with experience.
- Health, dental, and vision insurance.
- POETIC holiday schedule and paid time off program.
- Professional development and training support.
- A highly collaborative, mission-driven team committed to shared responsibility, strong clinical care, and meaningful outcomes for youth.

POETIC Values

Our values guide how we serve youth, work with one another, and make decisions across the organization.

- 1. Youth First:** We prioritize the well-being and interests of POETIC youth, supporting self-sufficiency, agency, and self-determination.
- 2. Trauma-Informed Approach:** We recognize that trauma affects each person differently and work to create safe, empowering environments for healing and growth.
- 3. Equity & Cultural Responsiveness:** We acknowledge difference, challenge assumptions of sameness, and work toward equitable and culturally responsive care.
- 4. Evidence-Based Practice:** We ground our work in evidence while remaining thoughtful and flexible in how we respond to individual needs.
- 5. Meaningful Impact:** We define excellence by deliberate, impact-centered work that strengthens engagement, skills, and meaningful outcomes.
- 6. Growth Mindset:** We seek feedback with humility, pursue learning, and take responsibility for our continued professional growth.
- 7. Collaborative Success:** We recognize our interdependence, offering and asking for support because POETIC succeeds when team members can thrive in their roles.
- 8. Presumption of Goodwill:** We assume positive intent and extend grace while addressing concerns directly and constructively.
- 9. Authentic Communication:** We communicate honestly, clearly, and compassionately, recognizing that constructive feedback supports individual and organizational growth.
- 10. Compassionate Perspective:** We approach ourselves and others with curiosity rather than judgment while maintaining accountability and striving for improvement.
- 11. Integrity in All Actions:** We value truthfulness, transparency, ethical conduct, and humility, including when conversations or decisions are difficult.

Probationary Period

You will be subject to a probationary period of six (6) months beginning on your start date. This period is designed to assess your performance, conduct, attendance, and overall suitability for the position. During the probationary period, either you or POETIC may terminate employment at any time, with or without cause or notice.

Funding Contingency

As a nonprofit organization, POETIC operates based on funding received through grants, donations, and other external sources. Continued employment, compensation, and work hours are contingent upon the availability of these funds. If anticipated funding is reduced, delayed, or not received, POETIC reserves the right to take appropriate action, including reduction in work hours, adjustment of salary, furlough, reassignment of duties, or termination of employment.

At-Will Employment

Employment with POETIC is at-will. This means that either you or POETIC may terminate the employment relationship at any time, with or without cause or advance notice, and this arrangement remains in effect throughout employment, including and beyond the probationary period.