



JOB DESCRIPTION

JOB TITLE: Therapist	
Job Family: Clinical	Supervisor: Director of Clinical Services
Classification: Full-Time; Exempt; Salaried	On-Call Responsibilities: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Expected Schedule/Hours of Work: 40-45 Hours per Week Typically Monday – Friday with some evenings and weekends required. Therapists are expected to work a schedule that accommodates client’s varied needs.	Work Location: <ul style="list-style-type: none">On-site office in Independence or Lee’s SummitSome remote work may be an option but is not guaranteed; availability depends on client needs.
Title(s) of Immediate Subordinates: N/A	Total Number of Employees Supervised: Directly: 0 Indirectly: 0

POSITION SUMMARY:

The Therapist is responsible for providing clinical counseling and care to adult and/or child survivors of domestic violence. Each Therapist may specialize in a particular area such as providing care to shelter residents, outreach clients, Hawthorne residents, adults, children, or those involved in the family court/child protection system. The Therapist also provides on-call support on a rotating basis.

ESSENTIAL FUNCTIONS:

- Collaborate with clients to develop personalized safety plans that address immediate risks of harm from abusive partners, support clients in recognizing warning signs of escalating violence, and guide them in accessing emergency resources.
- Administer initial mental health assessments for clients entering services, including assessing the psychological, emotional, and behavioral impacts of domestic violence on clients.
- Collaborate with clients to develop individualized treatment plans based on assessment findings, including setting goals, objectives, and interventions. Monitor and evaluate clients’ progress toward treatment goals, adjusting interventions as necessary.
- Provide regular individual therapy, including maintaining a caseload of approximately 20 clients. Use evidence-based therapeutic approaches such as trauma-informed approaches, Cognitive Behavioral Therapy (CBT), Dialectical Behavior Therapy (DBT), or other relevant modalities.
- Offer immediate support and intervention for clients in crisis situations, including those experiencing acute distress related to abuse. Coordinate with emergency services when necessary.
- Provide clinical case support services as needed, using a client-centered approach that empowers survivors to make informed decisions about their needs. Collaborate with external healthcare providers, social services, and community resources. Provide referrals for



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additional services such as psychiatric evaluation, medication management, or specialized therapies.

- Facilitate support or psycho-educational groups that focus on recovery from domestic violence, rebuilding self-esteem, and fostering resilience.
- Provide on-going behavioral support management for clients who are at risk of destabilization in the shelter environment.
- Maintain clinical files and documentation according to legal and ethical guidelines, quality assurance standards, and grant reporting/auditing requirements.
- Complete progress notes, treatment plans and summaries, outcome measurement tools, and other required documentation. Use data and outcome measures to guide clinical decision-making and ensure treatment efficacy.
- Adhere to professional codes of ethics and maintain licensure in accordance with state and federal regulations.
- Participate in ongoing supervision and professional development activities to maintain current skills and knowledge.
- Develop program curriculums under the direction of the Director of Clinical Services.
- As requested by supervisor, provide direct supervision to Master's level interns, including providing training, coaching, counseling, supervision, performance evaluations, and disciplinary action as needed.
- Take an active role in program development, team building, and creating a positive and solutions-focused service environment.
- Represent Hope House at community meetings, give tours, and facilitate speaking engagements as requested.
- Provide on call assistance to Shelter and Guardian Program operations on a rotating basis by assisting and advising staff regarding clinical matters and working additional shifts, if needed.
- Follow all Hope House service philosophies, policies, and procedures.
- Perform other duties as requested.

IMPORTANT COMPETENCIES (Knowledge, Skills, and Abilities)

- **Trauma-Informed Care:** strong knowledge and application of trauma-informed care principles. Ability to recognize trauma responses and provide sensitive, supportive interventions tailored to the client's trauma history.
- **Crisis Intervention:** expertise in providing immediate, calm, and effective support to individuals in crisis, including the ability to de-escalate emotionally intense situations. Ability to quickly assess risk and develop safety plans in coordination with the client and other support services.
- **Counseling and Therapy:** proficiency in individual and group counseling techniques, particularly those focused on trauma recovery, empowerment, and abuse recovery. Ability to deliver counseling services in a domestic violence context, addressing the emotional, psychological, and behavioral impacts of abuse. Skilled in using a client-centered approach to develop effective treatment plans based on assessment findings.
- **Cultural Competence:** sensitivity to the cultural, social, and economic contexts in which domestic violence occurs, including the ability to work effectively with clients from diverse



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backgrounds. Possess an understanding of how issues such as race, gender, sexual orientation, and socioeconomic status intersect with domestic violence.

- **Communication and Empathy:** strong interpersonal communication skills, with the ability to listen actively, show empathy, and establish trust with clients.
- **Safety and Risk Management:** experience in creating and implementing safety plans for clients at risk of further harm from domestic violence.
- **Case Support and Multidisciplinary Collaboration:** strong case support skills, including the ability to coordinate services and resources for clients. Ability to collaborate effectively with a multi-disciplinary team, including domestic violence advocates and case managers.
- **Documentation and Reporting:** ability to maintain accurate, confidential client records, adhering to legal and ethical standards of documentation in a domestic violence context. Knowledge of mandatory reporting requirements.
- **Emotional Resilience and Self-Care:** ability to manage vicarious trauma that can result from working with survivors of domestic violence. Strong self-care practices and knowledge of resources to prevent burnout and maintain professional well-being while meeting the essential functions of the position.

Post offer, pre-employment screening requires successful completion of abuse/neglect screenings and criminal background checks; and valid driver's license, current motor vehicle insurance, and acceptable motor vehicle record report.

WORK ENVIRONMENT and PHYSICAL DEMANDS

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to stand, walk, sit, climb, hear, and reach with hands and arms. The employee may occasionally lift and/or move objects weighing up to 25 pounds. Specific vision abilities required by this job include close, distance, color, peripheral, depth perception, and ability to focus.

TRAVEL REQUIREMENTS

This position may be required to travel throughout the greater Kansas City metropolitan area and between Hope House facilities. Periodically, this position may be asked to transport clients in their own vehicle or in the company vehicle with a valid driver's license.

EDUCATION AND EXPERIENCE:

MINIMUM QUALIFICATIONS:

- Master's Degree in Counseling, Social Work, or related field from an accredited institution.
- Licensed Clinical Social Worker (LCSW) or Licensed Professional Counselor (LPC) in the state of Missouri.
- Provisional licenses will be considered if the candidate is actively pursuing full licensure and is under appropriate supervision.



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PREFERRED QUALIFICATIONS:

- Bilingual in English and Spanish
- Coursework or specialization in trauma, domestic violence, or crisis intervention
- Certifications in trauma-informed therapeutic modalities (EMDR, TF-CBT, DBT, etc.)
- Previous experience working with survivors of domestic violence

This job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee. Duties, responsibilities, and activities may change or new ones may be assigned at any time with or without notice.

Hope House prohibits discrimination and is committed to equal employment opportunities for all qualified applicants and employees.