



## **Counselor/Social Worker (Independent)**

**Department:** Intervention

**Reports to:** Clinical Director

**Supervises:** N/A

**Status:** Exempt/Full Time

**Grade:** 4

**Compensation Range:** \$45,000-\$60,000 (depending on experience)

### **Position Summary**

Under supervision of the Clinical Director, the Counselor/Social Worker provides a range of psychological assessments, diagnostic, therapeutic, and/or case management services for children and women who have been victims/witnesses of domestic violence/sexual assault, as well as therapeutic support and facilitation for groups and/or families. The Counselor/Social Worker may provide practical training and guidance to graduate student interns and/or paraprofessional staff, as required.

### **Essential Duties & Responsibilities**

- Provides psychotherapy to Spanish-speaking children, adults, and families experiencing domestic violence/sexual assault as appropriate to the client;
- Conducts psychosocial assessments for all clients;
- Diagnoses clients in the preparation and development of treatment plans, discharge plans, and follow-up care programs;
- Provides therapeutic crisis intervention and emergency services as required;
- Collects data about clients through interview, case history, psychological tests, and/or observational techniques—and evaluates data to identify causes/causal variables for select conditions and to determine the proper therapeutic approach and/or identify specialists to whom the client can be referred;
- Provides casework management as appropriate to the requirements of the client;
- Provides and/or arranges for therapeutic interventions as appropriate for adult and child clients in a crisis condition and for those with severe trauma;
- Follows up to determine reliability and validity of treatment used and makes recommendations regarding modification of services and service delivery (specific to child/youth therapeutic services);
- Consults with in-house and external legal and treatment agencies and professionals in relation to patient/client records, rights, and responsibilities;
- Consults with other in-house and/or external therapists and related professional and paraprofessional staff, as appropriate, in the performance of therapeutic and/or casework; refers clients to appropriate service agencies as required;
- Participates in development and ongoing evaluation of clinical and special program policies and procedures;
- Participates in, leads, and/or coordinates training sessions and workshops to enhance treatment for clients' therapeutic services;
- Facilitates life skills and therapeutic groups for children and womxn;



- Documents all client encounters and contacts made on behalf of clients in a timely fashion;
- May lead paraprofessionals/graduate interns in performance of clinical duties; and
- Participates in agency planning and organizational development.

In addition to the essential duties outlined above, the Counselor/Social Worker will:

- Be committed to advancing immigrant rights, gender equity, and socioeconomic justice;
- Be committed to advancing Enlace's mission, vision, core values, and programmatic goals;
- Leverage best practices for facilitating positive, constructive interpersonal communication—including an ability to navigate and resolve conflict in a manner that values and respects relationships with colleagues and community partners; and will engage in direct communication with a solutions-oriented approach;
- Be highly organized, self-motivated, detail-oriented, creative, and demonstrate excellent time management in managing multiple projects;
- Exercise emotional maturity and a sense of humor in resolving pressing issues or project components;
- Be a collaborative team player who shares responsibilities, and supports and acknowledges colleagues' contributions;
- Respect differences in race, ethnicity, age, gender, gender identity, gender expression, sexual orientation, religion (or lack thereof), ability, arrest or conviction history, socioeconomic status, and immigration status; and
- Be flexible to manage other duties as assigned.

The duties and responsibilities outlined above do not comprise a comprehensive list and are intended to provide a representation of the general nature and level of work performed by an employee in this capacity. Enlace maintains the right to augment, realign, or remove duties and responsibilities as business dictates.

### **Knowledge, Skills, & Abilities**

The following characteristics are essential to the performance of this position.

- Experience in operationalizing and understanding clinical principles, methods, procedures, and standards;
- Ability to apply mental health counseling methods and techniques to adults and children;
- Experience in child development, parenting skills, and professionally navigating the dynamics of family relationships;
- Experience providing trauma-informed services to treat the effects of domestic violence on children and adults;
- Thorough interviewing and psychological evaluation skills;
- Experience in psychological test administration, scoring, and interpretation;
- Experience in case management;
- Experience in crisis intervention techniques;
- Ability to maintain emotional stability to cope with human suffering, emergencies, and other stresses;
- Ability to evaluate the progress of therapeutic programs and to make individual modifications through a client-centered approach;
- Experience in applying and thorough knowledge of legal and ethical issues related to patients' rights;



- Knowledge of community mental health resources;
- Ability to develop and present educational programs and/or workshops; and
- Must have strong verbal and written communication skills in both English and Spanish.

**Please note:** an individual is not required to disclose information about mental or physical limitations that may potentially interfere with work performance. However, a reasonable accommodation is only possible if Enlace is notified of modifications that may be necessary for the individual to adequately perform the duties of the position.

***Enlace is an equal opportunity employer. We value a diverse workforce and an inclusive workplace culture. Enlace encourages applications from all qualified individuals without regard to race, color, religion, gender, sexual orientation, gender identity and expression, age, national origin, marital status, immigration status, disability, or veteran status.***

### **Position Qualifications**

- Master's Degree in Counseling or Social Work;
- State of New Mexico licensure as LPCC, LMHC, LMSW, LCSW (LISW) or out-of-state licensure eligible for New Mexico licensure;
- Demonstrated experience and/or certifications in therapeutic modalities like TFCBT, CBT, or play therapy;
- Minimum of one (1) year of experience in duties directly related to those of this position, which may include internship and/or practicum; and
- Must have strong verbal and written communication skills in both English and Spanish.

### **Employment Screening & Compliance**

- Employee will be subject to a CYFD background check;
- Employee must comply with all Enlace operational policies, especially those involving the safety of fellow workers, volunteers, and clients/customers;
- Employee must maintain a current and valid driver's license to perform work duties if position requires activities that necessitate travel by motor vehicle; and
- Employee must have and maintain a clean driving record.

### **Enlace Work Environment**

- Most essential duties are performed in an office environment with exposure to a variety of business equipment and other pertinent materials normally found in this type of work setting;
- Work is normally performed in an area permitting partial-to-total privacy; and
- Work duties often require travel to other locations throughout the city, state, and country.

**To Apply.** All applicants must submit a cover letter, resume, and three (3) professional references to [jobs@enlacenm.org](mailto:jobs@enlacenm.org) with the subject line "Counselor/Social Worker Application" or mail to: Enlace Comunitario c/o Human Resources (2425 Alamo SE Albuquerque, NM 87106).