



## **JOB DESCRIPTION: Mental Health Clinical Supervisor/ Senior Clinician**

Salary range: \$60,000 to \$65,000 annually.

RECLAIM! increases access to mental health support so that Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) youth may reclaim their lives from oppression in all its forms. We partner with queer and transgender young adults ages 13-25 who are marginalized because of their gender identity, gender expression and/or sexual orientation. We provide accessible therapy to youth and their families, cultural competence training to practitioners, and community partnership at the intersection of gender and racial justice. We currently serve about 60% youth of color and 80% transgender youth, the majority from the Twin Cities metro area. Now in our 10th year, RECLAIM! is growing in response to the need in the communities we serve.

We are seeking a full time Licensed Mental Health Clinical Supervisor/ Senior Therapist who is passionate about the mission and values of RECLAIM!. We are building a community of emerging and experienced practitioners who apply post-modern principles to their practice. We engage clients in holistic healing that addresses as many areas of need as possible. We specialize in supporting youth around sexual orientation and gender identity while recognizing all aspects of identity reclamation. RECLAIM! is committed to recruiting candidates with lived experience in communities of color and/or transgender communities.

We are seeking a mature professional who has extensive clinical experience and has a demonstrated history of successful supervision and support of interns, fellows and/or supervisees. This person will have responsibility for the clinical supervision (.25) of Project CLEAR (Consent Leads to Empowered Affirming Relationships), a program that supports queer and trans youth (11 to 24) in the Twin Cities to identify, prevent, and heal from sexual violence and unhealthy relationships. Project CLEAR is in partnership with Saint Paul Public Schools – Out for Equity, SOS Sexual Violence Services, Ramsey County Public Health and the Sexual Violence Center and is funded through a grant from the Office on Violence Against Women, part of the US Department of Justice.

This person will also oversee some aspects of clinic functioning including ensuring timely billing, notes, and calendaring for all supervisees. In addition, the ability to lead a variety of community trainings based on the knowledge of the client population could also be necessary. This position will be initially based via telehealth and/or in our St. Paul office, but may eventually entail both therapy provision and supervisee support at an off-site location in the Twin Cities.

### **Job Description/ Summary of Responsibilities**

#### **1. Therapy Provision**

- Provide individual, family and group therapy to youth and their families focusing on experiences related to sexual orientation and gender identity;
- Maintain a full client schedule of 24+ clients or supervisee equivalent;
- Complete diagnostic assessments, progress notes, and treatment plans in a timely manner;
- Skillfully engage in routine conversations with clients regarding financial responsibilities;
- Successfully meet target number of clients seen and overall organizational financial revenue goals;
- Triage intake calls and make appropriate referrals;
- Comply with grant requirements and reporting.

## 2. Supervision

- Weekly individual supervision for clinicians, fellows, and interns;
- Follow supervision requirements to be in compliance with academic institutions and third party payers.

## 3. Internal and External Collaboration

- Internal collaboration with colleagues at RECLAIM! to provide the best service possible;
- Actively partner with youth to advocate with third party payers and other service providers to ensure their needs are met;
- Represent RECLAIM in the community through formal and informal relationships.

## Required Licensure and Experience

- Fully licensed and credentialed: Valid LICSW, LMFT, LPCC or LP license in the state of Minnesota;
- Possess a minimum of 10 years post-license experience with individual, family and group counseling;
- Approved supervisor with BBHT and/or other licensing bodies;
- Demonstrated commitment to sexual violence prevention and consent culture;
- Intimate knowledge of how to support people around experiences of sexual orientation and gender identity as it intersects with other aspects of identity;
- Experience and/or training in working from a post-modern perspective.

## Desired Qualifications:

- Demonstrated experience in supporting clients through the informed consent process for medical aspects of gender transition, including access to hormones and surgeries.
- A clear commitment to actively work for social and racial justice;
- Experience collaborating with social service organizations to meet the needs of youth;
- Experience with youth development and rapport-building with adolescents and young adults;
- Experience providing community training and facilitation. Able to provide practitioner training in various settings (out-patient mental health, residential, corrections, school) on topics including but not limited to: Allyship to LGBTQ people, Gender Identity, Intersectionality of Identities, Marginalization and Mental Health.

## RECLAIM Work Culture

*This document helps to paint a picture of how we do our work, which is just as important as what we do.*

**Therapy:** The primary work of this role is carrying a case load of approximately 25-30 active clients and having approximately 24 billable hours per week. We keep the number of billable hours low compared to many mental health orgs because our clients come with global needs (housing, SSI, coordinating care) and we strive to assist in as many areas as needed and in a timely way to provide a high quality/holistic care. We aim to keep the number of people we are in active relationship to a level such that clients can always expect to be seen every 1-2 weeks if needed. We actively seek family involvement and engage other support people whenever possible.

**Informed Consent:** Many clients seeking care would like our assistance in reviewing the risks and benefits of taking hormones. We offer detailed review of the areas of life impacted including but not limited to: finances, insurance, legal matters, housing, employment, school, self-care, fertility, substance use, mental health, sexuality, family/friends, social interactions. The therapist must have a solid understanding of the landscape of care in the Twin Cities and will have relationships with other medical and mental health providers who work in this area. Understanding of adolescent development, supportive decision making and educating family members is also requisite.

**Sexual Orientation and Gender Identity:** Therapists at RECLAIM will have an intimate knowledge of gender identity and sexual orientation as it intersects with other elements of identity (race, class, ability, etc.), and will grasp the impact it has on client life and relationships. Therapists will understand and support the full diversity of sexual and gender expression (non-binary gender expression, sex positive, polyamory and kink/BDSM).

**Groups:** Groups are the means through which we build community and belonging at RECLAIM. Group focus will be influenced both by community need and facilitator skillset.

**Advocacy:** We practice fearless and active advocacy on behalf of clients. This means that both in and outside of sessions we are coordinating actively with other providers, ensuring continuous access to medical insurance coverage, access to hormones, provide supportive documentation for social security, write letters of recommendation and give technical assistance related to name changes and other gender related legal concerns.

**Access:** At RECLAIM we currently have therapists return phone calls and e-mails directly because we feel they are best equipped to triage urgent needs and to offer immediate support when needed. Therapists keep their own schedules in order to provide clients the highest degree of access to care.

Therapists will also be responsible for increasing RECLAIM's accessibility to clients least likely to be able to access care due to cultural and/or language or geographic barriers. This may involve working in teams, providing mobile therapy (telehealth/ in-home/ in-community) and identifying and staffing potential satellite office sites for a limited number of hours per week.

**Finances:** There are no fees for Project CLEAR participants. Therapists are responsible for negotiating client fees and tracking balances on an individual basis. We believe that this practice is a part of the therapeutic relationship and that it is most respectfully and skillfully handled by those who know the client the best. It is our experience that actively engaging in income generation connects therapists in a positive way to better stewardship of organizational resources.

**Availability to Clients:** It is not expected that therapists are available to clients outside of scheduled work hours but being accessible to clients via multiple methods is important. This means responding to e-mails and/or texts for scheduling, receiving phone calls for support between appointments and other forms as needed, such as skype. Tending the relationship in as many ways as possible is our goal.

**Post Modern Practice:** At RECLAIM, therapists will practice from a post- modern perspective. This means that we organize our work around client values and ask questions that support their preferred identity development. We are acutely aware of how the dominant culture influences the stories we tell about ourselves and one another- including the therapeutic relationship. We understand therapeutic work to be political in nature. We use this medium to take a stand for individual and collective healing on behalf of those whose lives are impacted by oppression and marginalization.

**To apply:** Please send cover letter and resume to Melissa Martinez-Sones at [interimed@reclaim.care](mailto:interimed@reclaim.care).

**Deadline for applications is Friday, October 9.**

*RECLAIM encourages applications from candidates who reflect the communities we serve – Black, Indigenous, People of Color, Queer and Trans individuals. We are an equal opportunity employer. It is our policy not to discriminate on the basis of race, color, national origin, religion, creed, sex, marital status, familial status, sexual orientation, age, disability, status with regard to public assistance, and membership or activity in a local human rights organization.*