



Counseling Director Job Description

Job Title: Counseling Director
(must be 2 years post mental health professional licensure, LCSW preferred)

Rate: Salaried Employee, Paid \$28.00/hour or \$56,160 annual

Hours: 40 hours per week

Benefits: Paid time off (holiday, vacation, sick, mental health) and \$150 monthly wellness stipend, plus health insurance plans offered through Anthem, Dental, and Vision offered at employer contribution 100%, Annual \$500 for your choice of professional development or wellness initiatives

Reports to: Executive Director

Job Type: Hybrid (In-person and Online, located in Durango, CO)

*This job description does not constitute a contract and is subject to change as the needs of RYC and requirements of the position change.
How to apply at the end of this document.*

The RYC is seeking a diverse, passionate, proactive, accountable person that is committed to working with the 2SLGBTQIA+ community and to forward the mission and vision of the RYC. Applicant must be committed to anti-oppression in *all* forms to dismantle transphobia and homophobia, heteronormativity and cishnormativity, white supremacy, racism, ableism, sexism, ageism, and classism. Must be willing to work through a health equity lens by understanding that there are better health and wellness outcomes for our 2SLGBTQIA+ population across all intersections by representing and bolstering our growing programming. Hiring equitably is an organizational goal as exhibited by hiring staff that reflects local demographics including: Two-Spirit, Gay, Lesbian, Bisexual, Transgender, Queer, Non-Binary, Intersex, and Asexual People of Color.

ORGANIZATION MISSION AND VISION:

Mission: To build a brave, anti-racist, anti-oppressive, non-judgmental, and visible space and community for Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual (2SLGTBQIA+) youth, families and allies in Southwest Colorado.

Vision: To demystify stereotypes and empower through education. We envision that 2SLGBTQIA+ youth and allies will direct and develop youth led educational, social, and emotionally supportive activities that will benefit overall well-being.

Our Values

The Rainbow Youth Center values community and connection centered in vulnerability, compassion, and justice. We value authentic and safe relationships. We value the whole person as they are. We value wellness and creating opportunities to live one's best life possible

Our Norms



- ❖ **Respect;** We respect names, pronouns, orientation, gender and philosophies.
- ❖ **Confidentiality;** What is said at RYC stays at RYC, but what is learned here leaves.
- ❖ **Boundaries;** We will respect all boundaries (visual, auditory, physical, etc.).
- ❖ **Brave Space;** We will create space for growth while being mindful of what might be uncomfortable for others.

ESSENTIAL FUNCTIONS

The essential functions include, but are not limited to the following:

A. Organization Direction

- Be a leader and model for social justice, anti-racism, and anti-oppression.
- Be willing to continuously engage in your own anti-racism and anti-oppression work.
- Actively foster the mission, values, and norms of RYC throughout all programming.
- Actively engage in researching best practices for working with 2SLGBTQIA+ youth and families.
- Must ensure Trauma Competencies as part of professional expectations such as; how it manifests in youth, adults, caregivers and how organizations can (re) traumatize, both youth and families and other employees.

B. Operations and Program Oversight:

- Provide leadership within RYC to meet the emotional, psychological or physical needs of 2SLGBTQIA+ youth.
- Oversee RYC's counseling program which includes mental health therapy groups for teen 2SLGBTQIA+ crime victims, individual therapy, and graduate internship program.
- Provides direct supervision to therapy group facilitators and counseling provider(s).
- Provides direct supervision to graduate level interns.
- Point person for support and outreach to 2SLGBTQIA+ crime victims at the schools and other youth based non-profits to inform the community of crime victim resources offered through RYC.
- Supervise Mental Health Outreach Specialist weekly
- Provide oversight of emotional needs for crime victims on Discord.
- Compliance with confidentiality and mandatory reporting of child abuse and neglect..
- Be a leader in crisis oriented situations and demonstrate excellent advocacy response with crisis support to victims of bullying, child abuse, sexual assault and other crimes.
- Attend ongoing training to maintain current best practice in providing victim advocacy, cultural awareness, field trends, and anti-oppression.
- Attend at least 20 hours per year of ongoing training to maintain current best practice in providing victim advocacy, cultural awareness, field trends, and anti-oppression.
- Hold dedicated warmline hours over phone and Discord for youth seeking professional mental health support



- Assist with the acquisition of mental health and counseling program related funding sources.
- Manage billing and insurance for counseling clients.
- Maintain program compliance per state and federal laws
- Provide regular program support and facilitation as needed

C. Crime Victim Services: will represent 75% of this position's responsibilities.

- This position will provide supervision and direct services/facilitation to 2SLGBTQIA+ crime victims.
- Assist with program development and program facilitation of crime victim services, groups, and programs.

D. Establish and maintain key relationships

- Actively initiate and maintain relationships with RYC's community partners, attend community events in an effort to build and maintain positive relationships, collaborate, and participate in community coalitions
- Build relationships and refer out to other mental health services as needed
- Engage in monthly organizational meetings
- Represent the organization in a respectful way both on and off the job.
- Working with IMatter Colorado, 988, Trans Lifeline, Trevor Project, and other emergency mental health resources.
- Maintain relationships with intern programs/universities and colleges, including but not limited to LCC and LSW programs locally.

Needed Experience, Professional and Personal Qualifications:

- Masters Degree and licensed in human services/mental health (social work, psychology, counseling, etc) and 2 years experience post licensure
- Preferred experience working in the non-profit sector working with forcibly oppressed youth **OR** experience with social justice advocating/organizing/grassroots community work for forcibly oppressed youth
- Be a social change agent with a commitment to social justice, anti-oppression and anti-racism as well as a willingness to challenge bias and discrimination in various forms and intervene in real time in a manner that promotes equity and inclusion
- Personal commitment to examining and mitigating one's own participation in or centering of systems of oppression
- Strong ability to build, collaborate, connect, communicate and sustain healthy relationships with youth and adults from varied backgrounds and lived experiences in a non-judgemental way



- Transparent and high-integrity leadership skills with a commitment to working alongside staff, volunteers, and interns to empower them in their roles
- Some knowledge of the community's resources and key stakeholders
- Committed to the success of the participants and the RYC
- Excellent organizational, planning, management, communication, one on one, group, telephone, written, and leadership skills; ability to convey a vision of RYC's future and mission
- Knowledge of MS word, Excel, Google documents/forms, ability to navigate web based programs
- Compliance with confidentiality and mandatory reporting of child abuse and neglect
- Success in a managerial position, understanding of project/program management techniques and methods or non profit operations is a plus
- Has knowledge of child and adolescent development
- Spanish proficiency (preferred, not required)
- Willingness to build an equitable professional development plan

How to apply:

Submit a cover letter and resume to xander@rainbowyouthcenter.org. Your cover letter should detail your professional and personal experience, and how it relates to this position's responsibilities and qualifications. If you need to submit your application in an alternative method, please contact Xander at 970-403-9140 Your application and interview will be in partnership with a hiring committee.

This job description does not constitute an employment contract and is subject to change as the needs of RYC and requirements of the job change.