



Position Title: Therapist
Supervisor: Executive Director
Job Status: Full-time/Exempt
Salary: \$52,000-\$60,000 (dependent on experience and licensure)
Hours: 40 hours per week; flexible schedule; some evenings

Who WE are

- We are a non-profit organization established in 1978, located in downtown Des Moines, IA.
- We offer free Empowerment, Young Moms, and Counseling services that support, educate and advocate for over 1,500 participants ages 10-24 every year.
- We work every day to fulfill our mission to empower participants to be strong, self-confident and resilient.
- We are a diverse, passionate group of staff who value the importance of intersectional feminism, advocacy, trauma responsiveness, community, equity and accessibility.
- We believe in supporting the physical, mental and emotional health of our team through internal practices and benefits reflective of the type of employment we hope for the participants we serve.

Who YOU are

- You are a strong believer that all girls and young women should be empowered to be strong, self-confident and resilient.
- You are someone who cares about mental health and delivering exceptional care for clients.
- You value group cohesiveness and pride through teamwork.
- You value differences, recognizing that different perspectives and cultural diversity make the world a better place to be.
- Your interpersonal skills are on point. You easily relate openly and comfortably with very diverse groups of people.
- You are resilient, rebounding from setbacks and adversity with both poise and ease.
- You are resourceful. You know how to secure and deploy resources both effectively and efficiently.
- You are trustworthy. You gain confidence and the trust of others through integrity and forthright honesty.



What WE need YOU to do for us

We need you to fill the role of Therapist. This is a FULL TIME, NON-EXEMPT position. You will wow us by masterfully performing the following key duties and responsibilities:

- Providing individual counseling to young women at the YWRC, schools and community organizations.
- Provide therapeutic assessment and treatment plans and refer out as needed
- Maintaining a client caseload and meet agency established guidelines around hours of counseling provided each week.
- Plan for and facilitate specialized groups at the YWRC and in schools.
- Collect all necessary paperwork/assessments/surveys from clients and enter into the YWRC database.
- Staying current on trends and best practices related to mental health and counseling of young girls and women, including pregnant and parenting.
- Adhere to all professional code of ethics
- Maintain client confidentiality

To be successful in this role, WE'LL need YOU to

- Possess a Master's Degree in Social Work or Mental Health field.
- Licensure to practice or currently working on hours to achieve licensure
- Have two or more years of experience working with youth
- Have demonstrated experience planning and implementing groups.
- Have experience working with diverse populations.
- Demonstrate exceptional interpersonal, communication and relationship building skills.
- Pass all required criminal history background checks.
- Adhere to our Guiding Principles, Mission, Core Competencies and Confidentiality Policy.
- Maintain a valid driver's license and automobile insurance.

How WE'LL make it worth YOUR while

- We will pay you an annual salary between \$52,000-\$60,000 depending on experience.
- We will pay for your individual health, dental, short/long-term disability and life insurance, if eligible.
- We will give you 184 hours of PTO each year (beginning in July and pro-rated depending on start date)
- We'll pay you for our nine agency holidays and two additional personal holidays to be used at your discretion.
- We will support your mental and emotional health with an Employee Assistance Program offering six counseling sessions per year that require only \$10 co-



- payment. We will also offer 8 hours of paid volunteer time off and 4 paid flexible self-care hours, in addition to a \$300 wellness reimbursement.
- We will support and invest in your professional development through \$300 towards trainings or education of your choice, as well as up to 60% tuition reimbursement.
 - We will support the growth of your family with 12 weeks paid parental leave, and a flexible work environment that accommodates you and your family.
 - We understand that you have commitments outside of the workplace, and we will do our very best to offer you flexibility in your work schedule. This includes time off to practice civic engagement and vote in all local, state and national elections.
 - We will provide you with an amazing work environment where you will get to make a difference every day.

The YWRC strongly encourages members of traditionally underrepresented communities to apply, including people of color, LGBTQ+ people, gender-nonconforming people, individuals with disabilities, veterans, and people who speak a language in addition to English

