



Title: Clinical Therapist

Program: CalWORKs

Reports to: Senior Director of Trauma Services

Valley Oasis is a community-based organization dedicated to eliminating social and domestic violence and homelessness through community awareness, intervention, prevention, safe shelter, and supportive services. The Domestic Violence Services program is an intervention program funded through the Los Angeles County Department of Public Health. We seek to help people who have experienced domestic violence regain their autonomy and self-esteem so they can re-enter the world as productive and healthy members of society.

The CalWORKs Clinical Therapist provides trauma-informed, mental health services to adult survivors who have been impacted by domestic violence. Services include comprehensive assessment, diagnosis, treatment planning, individual and group psychotherapy, Cognitive Processing Therapy (CPT) for trauma when clinically appropriate, crisis intervention, safety planning, psychoeducation, and case coordination to support emotional wellness, safety, and self-sufficiency,

Essential Job Functions:

- Conduct clinical screenings and determine participant eligibility for services in accordance with program requirements
- Complete comprehensive biopsychosocial assessments, clinical evaluations, progress notes, treatment plans, and discharge summaries in accordance with professional standards, agency policies, and funding requirements
- Provide crisis intervention, risk assessments, safety planning, and mandated reporting in accordance with applicable laws and professional standards
- Facilitate individual and group psychotherapy using evidence-based, trauma-informed interventions appropriate to participant needs
- Develop, implement, review, and update individualized treatment plans based on participant progress, clinical presentation, ongoing assessment, and treatment progress
- Monitor participant engagement, treatment progress, and outcomes, adjusting interventions as clinically appropriate
- Coordinate participant care with internal programs and external providers to ensure continuity of services and reduce barriers to treatment
- Participate in case conferencing, multidisciplinary team meetings, and collaborative treatment planning
- Assist in developing psychoeducational materials, curriculum, and therapeutic group content
- Maintain productivity standards while ensuring services meet contractual, ethical, and professional practice requirements
- Ensure clinical documentation, service records, and other required documentation are completed accurately and within established timelines

- Utilize electronic health records and other required databases to maintain accurate participant records and support reporting requirements
- Participate in quality assurance activities, chart reviews, audits, monitoring processes and program compliance efforts
- Work collaboratively with leadership, finance staff, and internal departments to support audits, reporting requirements, and compliance with Agency and funding requirements
- Build and maintain professional relationships with community partners and stakeholders to strengthen collaboration and improve participant access to resources and services
- Provide consultation and education to agency staff regarding trauma-informed care, domestic violence dynamics, and behavioral health best practices
- Participate in community outreach, trainings, collaborative meetings, and agency events to strengthen community partnerships and behavioral health best practices
- Maintain current knowledge of evidence-based practices, licensing requirements, and applicable federal, state, County, and funding regulations
- Maintain professional boundaries and adhere to agency policies, procedures, confidentiality requirements, and ethical standards
- Support agency initiatives, special projects, cross-department collaboration efforts, and organizational priorities as assigned
- Support other agency programs, departments, and operational needs as needed to ensure continuity of services
- Support agency emergency response efforts and crisis situations as needed
- Perform additional duties, projects, and responsibilities as assigned by Supervisor in support of agency goals, program operations, and participant outcomes.

Knowledge, Skills & Abilities:

- Knowledge of trauma-informed care and trauma recovery models
- Knowledge of DSM-5-TR diagnostic criteria and behavioral health assessment
- Knowledge of California mandated reporting laws, HIPAA, confidentiality, and documentation standards
- Knowledge of domestic violence dynamics, coercive control, and the impact of trauma on mental health
- Knowledge of evidence-based treatment modalities, including CBT, CPT, DBT, EMDR, Motivational Interviewing, and crisis intervention
- Knowledge of domestic violence services systems, prevention services, public benefits, and support services coordination
- Knowledge of program compliance requirements, performance monitoring, reporting standards, and grant-funded program operations
- Excellent verbal and written communication skills
- Strong organizational, facilitation, and time management skills
- Strong problem-solving, critical-thinking, and decision-making skills
- Ability to complete comprehensive biopsychosocial assessments and develop clinically appropriate treatment plans
- Ability to assess suicide risk, homicide risk, abuse, neglect, and other safety concerns
- Ability to maintain therapeutic boundaries and exercise sound clinical judgment
- Ability to collaborate effectively with multidisciplinary teams and community behavioral health providers
- Ability to manage a clinical caseload while maintaining productivity and documentation standards

- Proficiency in Microsoft Office, Google Workspace, and other technology platforms
- Ability to maintain accurate records, documentation, and reporting requirements
- Ability to communicate effectively with participants, staff, leadership, employers, schools, funders, and community partners
- Ability to exercise sound judgment and recognize when leadership escalation is needed
- Ability to promote teamwork, collaboration, and commitment toward program goals
- Ability to work effectively under limited supervision, changing priorities, and competing demands
- Ability to maintain professional boundaries and confidentiality
- Ability to work collaboratively with diverse populations, volunteers, community providers, and government partners
- Ability to demonstrate professionalism and composure in crisis situations and high-stress environments
- Ability to effectively engage participants experiencing crisis, homelessness, behavioral health challenges, or substance use concerns
- Ability to provide culturally responsive and participant-centered services
- Ability to engage community donors, volunteers, businesses, and stakeholders in support of agency resource development efforts
- Ability to operate standard office equipment
- Ability to work a flexible schedule, including evenings, weekends, holidays, and emergency response situations as needed
- Ability to travel throughout Los Angeles County and the Antelope Valley; use of a personal vehicle may be required
- Ability to read and write in English; bilingual abilities preferred
- Demonstrated accountability, reliability, punctuality, and attendance consistency

Role Clarification

The Clinical Therapist serves as the licensed (or registered associate) behavioral health professional responsible for providing direct clinical services to participants. This position exercises independent clinical judgment within the scope of licensure and applicable laws while collaborating with supervisors, multidisciplinary staff, and community providers to support participant safety, wellness, and treatment goals.

This role is primarily a direct service position and is responsible for maintaining high-quality clinical documentation, meeting productivity expectations, ensuring compliance with professional standards, and supporting positive participant outcomes. The Clinical Therapist does not supervise staff unless specifically assigned by leadership.

Qualifications & Experience:

- Current California LMFT license in good standing with the California Board of Behavioral Sciences (BBS)
- Master's degree in Marriage and Family Therapy or related behavioral science field
- Experience working with adult trauma survivors and/or domestic violence populations preferred
- Training in or willingness to become proficient in Cognitive Processing Therapy (CPT), Eye Movement Desensitization and Reprocessing (EMDR), and other evidence-based trauma treatments
- Knowledge of trauma-informed care, domestic violence dynamics, crisis intervention, CBT, DBT, EMDR, and motivational interviewing
- Excellent clinical assessment, documentation, communication, and organizational skills

- Bilingual proficiency (e.g., Spanish/English) is highly desirable to serve diverse communities

Agency Requirements:

- Valid California Driver's License required
- Reliable transportation required
- Current auto insurance required
- Clean driving record required

Physical Demands & Work Conditions

To successfully perform the essential functions of this position, an employee must be able to meet the following physical demands and work conditions:

- May interact with individuals experiencing crisis, illness, substance use, or challenges related to personal hygiene and safety awareness
- May encounter unpleasant environmental or sensory demands associated with substance use, mental health symptoms, or lack of personal care
- May experience crisis situations and potentially hostile situations, must be ready to respond quickly and effectively.

An employee is required to:

- Walk and climb stairs
- Handle, grasp and manipulate objects and equipment
- Reach above shoulder level and below waist
- Communicate effectively verbally and in writing
- Move quickly and safely between locations
- Perform repetitive hand, wrist, and finger motions
- Climb stools, steps, or ladders as needed
- Work outdoors in varying weather conditions
- Lift and carry up to 20 lbs.

Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential job functions of the position. Employees requiring accommodations should notify Human Resources as soon as the need becomes known.

Benefits:

Health	Employee Assistance Plan	Paid Sick
Dental	Cafeteria 125 Plan	Paid Vacation
Vision	Retirement Plan	Personal Days
Life Insurance	14 Observed Holidays	

Schedule:

Monday through Friday, 8:00 a.m. to 5:00 p.m.; however, evenings, weekends, holidays and on-call responsibilities may be required based on program or agency needs

Compensation:

Salary Range: \$80,000 annually, depending on qualifications and experience

This is a full-time, exempt position.

An Equal Opportunity Employer: Selection will be based solely on merit and will be without discrimination because of age, race, sex, religion, national origin, marital status, sexual orientation, mental or physical disability.