



3805 Marshall Street, Suite 100  
Wheat Ridge, CO 80033  
(P) 303.422.2133

## Job Posting

### Community Family

### Resource Team Therapist

#### Organization Overview

The mission of Family Tree is to partner with all people to prevent and overcome the interconnected issues of child abuse, domestic violence and homelessness to promote safety, healing and stability across generations.

As a long standing non-profit human services agency, we are committed to empowering change and transforming the lives of vulnerable populations in our community. We aim to recruit and retain high-quality and diverse team members who share in our commitment and vision to empower people and transform our community through innovative and integrated services. We are also committed to investing in our team i.e., strive to pay a fair wages, offer competitive benefits, provide generous sick and vacation time, offer staff development along with believing each employee's unique qualities and experiences are the core of the organization.

Family Tree strives to value and uplift diverse and marginalized voices, to recognize and address the ways in which oppression impacts the communities with which we work, and to promote inclusion and equity.

#### Recruiting and Retention Bonus

Family Tree is offering a \$300 hiring bonus paid on the first paycheck after hired. In addition, Family Tree is offering a retention bonus of \$500 after 12 months of employment and \$700 after 18months of employment.

#### Job Summary and Responsibilities

Provide time-limited, home-based individual and family therapy and case management with youth and families referred by child welfare to help increase the stability of families who are struggling with various systemic challenges. Support families in increasing their overall functioning and access to community resources to help the family reduce their involvement with additional child welfare services, and to help the youth remain successfully in the home.

#### Example Activities

- Provide individual and family therapy under weekly clinical supervision to address presenting issues including youth behavior beyond control of parent, concerning parenting behaviors, behavioral health, and additional struggles faced by clients.
- Provide clinical assessment, formulate treatment plan, and implement corresponding interventions working toward positive outcomes.
- Provide case management and basic psychoeducation, including providing community resource information, consultation and partnership with outside collaterals and community resources (Social/Human Services, schools, probation/courts, and external providers).
- Maintain thorough, timely, accurate, and objective documentation including: therapy notes, biopsychosocial assessment, treatment reviews, discharge documentation, and management of electronic health record charts.
- Work independently in various settings (office, client home, community, etc.), communicate effectively, and connect meaningfully with a diverse population, multiple providers, community resources, and governmental agencies.
- Contribute to clinical and overall program development.
- Participate as needed in outreach presentations and activities.
- Facilitate quality assurance of cases per agency requirements and funding source guidelines.
- Follow all abuse/neglect reporting requirements.

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- Follow all applicable laws, policies, and professional ethical standards, including those governing service provision and confidentiality (HIPAA, Colorado Revised Statutes, Federal Drug and Alcohol Confidentiality Law, and Family Tree policies).

### Required Skills

- Demonstrated ability to provide individual and family therapy, crisis intervention, and related services to youth and families.
- Must be committed to and skilled at building relationships with under-resourced, at-risk families.
- Must have a strong understanding and ability to deliver services with a commitment to Trauma Informed, Multi-Generational, Client Centered and Strengths Based approaches, and with behaviors in alignment with Family Tree values of Commitment, Advocacy, Accountability, Diversity/Equity/Inclusiveness, Collaboration, and Integrity.
- Knowledge of resources within the Greater Denver Metro area and surrounding counties preferred.
- Ability to work independently and collaboratively in a team setting.
- Basic understanding of human development, systems, trauma-informed care, assessment/diagnosis, and cognitive-behavioral interventions.
- Proficient computer skills required, including Microsoft Office Suite and general database skills.
- Bilingual (English/Spanish) skills strongly preferred but not required.

### Preferred Education and Experience

- Master's degree Social Work, Counseling, or a related field of study required. Clinical supervision towards licensure may be available and/or required.
- Comparable work and life experience will be strongly considered, but Master's degree is required.

### Job Details

**Location:** 3805 Marshall St. Wheat Ridge CO 80033

**Program:** Community Family Resource Team

**Full/Part time Status:** Full-time

**Salary Pay Rate:** \$57,727-\$69,300

The base salary range represents the low and high end of Family Tree's hiring range for this position. Actual salaries will vary depending on factors including but not limited to range of experience, years of experience. The range listed is just one component of Family Tree's total compensation package for employees.

**Benefits:** Medical, dental, vision, supplemental insurance, retirement plan and retirement plan match, employer paid long-term disability, EAP, wellness program, paid sick and vacation time

**Travel Requirements:** Regular travel throughout the Denver Metro area, visiting families' homes.

**Schedule:** Monday-Friday, occasional evenings and weekends based on client's needs.

**Working Conditions:** Must be comfortable with holding difficult conversations with people. Must be comfortable going into family homes/apartments, including homes that may not be air-conditioned, etc. Must be comfortable with regular travel in the metro area and have access to reliable transportation on a daily basis for home visits and various off-site meetings. Due to program participants' availability, this position schedule requires flexibility, with regular afternoon and evening hours. This position allows for a flexible schedule, with a blended remote and in-office work arrangement. This is a 40 hour a week position, primarily Monday through Friday.

### Equal Opportunities and Accommodations

Family Tree is committed to building a workplace where inclusion is not only valued, but prioritized. We're proud to be an equal opportunity employer, seeking to create a welcoming and diverse environment. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, family status, marital status, sexual orientation, national origin, genetics, neuro-diversity, disability, age, or veteran status, or any other non-merit based or legally protected grounds.

Family Tree is committed to providing reasonable accommodations to qualified individuals with disabilities in the employment application process. To request an accommodation, please contact Human Resources at 303-403.5884, or by email at [dberridge@thefamilytree.org](mailto:dberridge@thefamilytree.org)

### Fair Chance Hiring

We value diverse experiences, including those who have had prior contact with the criminal legal system. We are committed to providing individuals with criminal records a fair chance at employment.

For more information about Family Tree and other open positions please go to [www.thefamilytree.org/careers](http://www.thefamilytree.org/careers).

To apply for this position or other positions please send your resume to [hrjobs@thefamilytree.org](mailto:hrjobs@thefamilytree.org)

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