



## abused Deaf women's advocacy services

### Therapist

Full-time, non-exempt position

Abused Deaf Women's Advocacy Services (ADWAS) is a non-profit agency that serves Deaf and DeafBlind survivors of domestic violence and sexual assault and provides prevention education to the general community.

*To perform this job successfully, an individual must be able to perform each essential duty satisfactorily with or without accommodations. ADWAS will work with employees with disabilities in providing reasonable accommodations for completion of these duties as needed.*

### The ADWAS Therapist provides the following services:

- Individual, family, and group therapy related to domestic violence and sexual abuse
- Provide crisis intervention in-person and/or VP/HIPAA-compliant video conferencing
- Psychosocial assessments and evaluation of sexual abuse of children
- Case consultation with the Advocates
- Facilitate support groups
- Provide referral information for victims/survivors, service providers, and family members
- Maintenance of client files/records
- Develop and maintain resource file
- Short-term crisis counseling
- Case management
- Maintain accurate service data in database; complete necessary paperwork and forms related to survivor services
- Documents work and submit reports thoroughly and on time. Ensure the client files are updated, and prepare the files for audits
- Seeks out support from co-workers & supervisors, proactively takes responsibility for self and work
- Effectively utilizes staff, direct services, and supervision meetings
- Networking with other community agencies and professionals
- Participates in outreach efforts upon request such as Lobby Days, agency events, events organized by Outreach program, and Vlogs
- Commits to practice organization's Mission Statement & Core Values; understands the anti-violence movement; educate self and others on cultural responsiveness

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**Required Qualifications:**

- Minimum of 3 years involvement in the Deaf or DeafBlind communities (paid or volunteer)
- Fluency in American Sign Language
- Knowledge of the issues of sexual assault and domestic violence
- Master's degree in behavioral science such as Mental Health Counseling, Social Work or Psychology
- Willingness to work flexible hours.

**Preferred Qualifications:**

- Experience with crisis response
- Licensed or in the process of licensing in Washington State.

**Responsible to:** Program Manager

**Essential Functions:**

- Must be able to remain in a stationary position frequently
- Must be sometimes be able to use written English to produce and edit a large variety of documents
- Must be able to move inside the office and in the community often
- Must be able to frequently operate a computer and other office items such as stapler, copy machine, printer, smart phone etc.
- Must be able to often communicate with supervisor, co-workers, community members, survivors, and others, must be able to exchange accurate information on these situations.
- Must be able to frequently problem solve, organize, prioritize, follow through.
- Must be able to often change tasks
- Must be able to rarely work outdoors in cold or high temperatures.
- Must be able to rarely move and transport up to 20 pounds.
- Must be able to frequently work independently without direct supervision.
- Must be able to never supervise staff.
- Must be able to rarely interpret data and make decisions.

To apply:

Please send/email the ADWAS application, cover letter and resume to Emily Buhman – [officemgr@adwas.org](mailto:officemgr@adwas.org) – or by using the address on this letterhead. Applications will not be considered until all these items have been received. If you require alternative methods of application or screening, please email [officemgr@adwas.org](mailto:officemgr@adwas.org).

Pay: starts at 24.04

Medical, dental, vision, and retirement package are offered.

Position open until filled.

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ADWAS is an Equal Opportunity Employer. Survivors of interpersonal violence, persons of color, and LGBTQIA+-identified persons are encouraged to apply.

ADWAS will not discriminate against any employee or applicant because of race, color, gender, age, sex, ethnicity, income, military status, religion, national origin, pregnancy, marital status, sexual orientation, gender identity, gender expression, political ideology, ancestry, status as a domestic violence or sexual assault survivor, or the presence of any sensory, mental, or physical disability. Such action shall include but not be limited to the following: employment, upgrading, demotion, transfer, recruitment, advertising, layoff, termination, rates of pay or other forms of compensation, selection for training, etc., and this policy of nondiscrimination shall be posted in conspicuous places, available to all applicants.

Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time. ADWAS believes that each employee makes a significant contribution to our success. That contribution should not be limited by the assigned responsibilities. This position description is designed to outline primary duties, qualifications, and job scope, but not limit our employees nor the organization to just the work identified. It is our expectation that each employee will offer their services wherever and whenever necessary to ensure the success of the company.