



Clinical Therapist

The following statements are intended to describe the general nature and levels of work to be performed and are not intended to be an exhaustive list of all responsibilities, duties and skills required of personnel in this position.

REPORTS TO: Clinical Supervisor

Classification: Contract (Independent Contractor)

Status: Full-Time Equivalent (Contract)

Date: November 2025

JOB SUMMARY:

The People Who Care Children Association seeks to find a Clinical Therapist to provide psychotherapy for youth in the PWC Clinical Success After-School Program. The program provides options for success by giving at-risk youth education and training and the tools needed to become productive individuals through therapy, mentorship, peer counseling, comprehensive learning experiences, job skills, job readiness training, leadership, and employment opportunities. www.pwcpittsburg.org.

Established in 2009, the mission of People Who Care Children Association is to empower youth and young adults ages 12 to 21 to make them productive citizens by promoting educational and vocational opportunities and providing training, support, and other tools they need to overcome challenging circumstances. These youth are at risk of dropping out of school or at-risk or high risk of criminal involvement. These youth live in or are from Pittsburg and surrounding East Contra Costa County communities.

ESSENTIAL DUTIES & RESPONSIBILITIES:

- Provide clinical services for the organization.
- Provide counseling for individuals or groups regarding psychological or emotional challenges.
- Engage students in individual therapy, therapeutic group work, and case management services.
- Develop and implement goal setting and treatment planning in community-based and/or school-based settings.
- Create and maintain behavioral contracts/interventions and monitor and evaluate student outcomes.
- Plan and administer therapeutic interventions, such as behavior modification, stress and anxiety management, and self-regulation techniques.
- Assist in the coordination of the clinical department tasks, and function as a member of the clinical team.

- Attend weekly individual supervision meetings and group supervision
- Engage parents/family and appropriate school administration in student discussions around prevention, intervention, goal setting, and progress toward goals.
- Document and complete required paperwork in a timely manner adhering to stated deadlines and best practices.
- Attend all mandatory staff meetings.
- Participate in multidisciplinary team meetings as required.
- Engage in community outreach activities as required.
- Strategize and advocate for student needs as appropriate.
- Refer clients to supportive services to supplement treatment and counseling.
- Adhere to a code of ethics and abide by HIPPA and confidentiality regulations.
- Attend mandatory and recommended training as assigned.
- Other duties as assigned.

QUALIFICATIONS:

Required Education, Experience, and Skills

- Master's degree or equivalent training in social work, marriage and family therapy, psychology, or a closely related field.
- Licensed or registered with a California behavioral health board.
- Bilingual English/Spanish speaking skills preferred.
- Must be reliable, personable, and detail oriented.
- Excellent time management skills, with the ability to perform multiple tasks and meet critical deadlines while maintaining accuracy and quality.
- Exceptional verbal and written communications skills and the ability to interact and communicate effectively with others, both internally and externally.
- Strong computer technical skills; Proficient in Excel, Word, Power Point.
- Strategic thinker who possesses solid professional acumen and can organize and manage multiple priorities.
- Ability to work independently and collaborate with co-workers.
- Passionate about helping the community.

PWC TRIAGE MODEL:

PWC's triage assessment approach aims to ensure that clients receive timely and appropriate levels of care. Depending on client needs, this approach offers clients preventative services through participation in, including, but not limited to, PWC community programs; individual, family, and/or group therapy; and referrals to additional outside services. Under the triage model, participants complete an intake packet, identifying their unique reasons for working with PWC. Our Peer Counselor meets all clients to review their intake information, discuss client needs, and determine community resources currently being used. Our Resource Specialist examines the intake packet plus additional information gathered by the Peer Counselor and then determines which PWC services would most benefit the client. The Resource Counselor also links families to other community services such as food providers, housing support specialists, and medical providers if needed.

Clients identified during the initial assessment phase as likely to benefit from further mental health support are referred to the Clinical Therapist. The Clinical Therapist reviews the intake information and then contacts the client and caregivers to introduce him/herself, explain the Clinical Therapist's role, learn more about what is going on for the client, and set a time for weekly therapy sessions. During the initial session, the Clinical Therapist explains confidentiality, limits to confidentiality, and informed consent. The Clinical Therapist also builds rapport, further assesses client needs, and develops a treatment plan to reduce the client's symptoms within a brief therapy framework.

ADDITIONAL INFORMATION:

- People Who Care will provide clinical management and administration support, including overseeing staff and finances and ensuring regulatory compliance and program efficacy.
- Clinical Supervision: A licensed supervisor will provide supervision.
- Medi-Cal Billing: People Who Care provides free preventive mental health services to clients and clients' families and manages any billing issues.

BENEFITS:

People Who Care offers a supportive and collaborative work environment focused on professional growth and community impact.

Details regarding compensation structure and benefits will be discussed during the interview process.

SPECIAL REQUIREMENTS-DISABILITIES

PWC is in full compliance with the Fair Employment and Housing Act (FEHA) and all other employment regulations and does not discriminate with regard to applicants or employees with disabilities and will provide reasonable accommodation when necessary. For the purposes of regulations, the “Responsibilities” and “Qualifications” are essential job functions.

The work environment includes settings of office environments, educational institutions, and community places. The noise level in these settings is moderate.

Requires mobility and physical activity: Having an adequate range of body motion and mobility to work in an office or educational environment including standing and walking (even and uneven surfaces), sitting for extended periods of time, and occasional lifting and carrying of up to 10 pounds. Use of computer and telephone systems is required which includes coordination of eye and hand, and fine manipulation by the hands (typing, writing, and working with files).

Requires talking: Expressing or exchanging ideas by means of the spoken word. Talking is required to impart oral information to co-workers, clients, and the public.

Requires hearing: Hearing is required to receive and communicate detailed information through oral communication with co-workers, clients, and community members.

Requires seeing: Clarity of vision at 20 inches or less and at a distance. This factor is required to complete paperwork for many of the employee's essential job functions.

Mental demands: Include the ability to collect and record data, maintain accurate files, establish and follow work priorities.

People Who Care: Job Classification

FLSA: Not Applicable (Independent Contractor)

Work Schedule: Full-time, 40 hours, on-site, by assignment. Original Date: **November 2025** *\$80,000.00 - \$90,000.00*

Applications will be accepted by email only, addressed to PWC (pwccassociation@att.net) and must include a resume and cover letter, attached as Word documents, that serve as an initial demonstration of your qualifications for the position. Use the subject line Clinical Therapist.