

# IRONBOUND COMMUNITY CORPORATION

## Job Description Form



Program Name: Breaking The Cycle

Job Location: 317 Elm Street Newark, NJ 07105

Job Title: Full-Time License Therapist

Reports to: Title: BTC Program Manager

|        |  |  |                 |
|--------|--|--|-----------------|
| Hours: | FLSA Status  | Type of position:  | Other comments: |
|        | <input checked="" type="checkbox"/> Exempt<br><input type="checkbox"/> Nonexempt | <input checked="" type="checkbox"/> Full-time <input type="checkbox"/> Consultant/Contractor<br><input type="checkbox"/> Part-time <input type="checkbox"/> Intern |                 |

### JOB DUTIES

The Ironbound Community Corporation (ICC) is a 50+-year nonprofit organization whose mission is to engage and empower individuals, families, and groups to realize their aspirations and work together to create a just, vibrant, and sustainable community. ICC strives to address the needs of our diverse, multi-lingual, multi-cultural community. Today, ICC serves more than 1,000 children and families daily with various programs and services. ICC also strengthens communities through advocacy, neighborhood organizing, and community development initiatives.

Ironbound Community Corporation (ICC) is seeking a dedicated full-time Licensed Therapist for the Breaking The Cycle Domestic Violence Program. The Licensed Therapist is a critical member of the Breaking The Cycle Domestic Violence Program team, responsible for providing essential therapeutic services to domestic violence survivors and their families, facilitating support groups, creating Domestic Violence Care Plans, maintaining accurate case files, and completing the 40-hour Domestic Violence training. Additionally, the ideal candidate should have a proven track record in working with domestic violence survivors in the black, brown, underserved, and LGBTQ+ communities. This full-time position plays a pivotal role in facilitating healing and empowerment, working in collaboration with other program staff, and contributing to the overall mission of ICC.

### ROLES AND RESPONSIBILITIES

- Conduct individual and group therapy sessions for domestic violence survivors, focusing on trauma-informed care, empowerment, and healthy relationship building.
- Develop and implement a curriculum related to healthy relationships for monthly support groups, ensuring that it meets the unique needs of program participants.
- Facilitate monthly support groups for domestic violence survivors, creating a safe and supportive environment for participants to connect, share, and heal.
- Create and maintain individualized Domestic Violence Care Plans for survivors, outlining goals, strategies, and resources to support their journey to safety and healing.
- Maintain accurate and confidential case files for each client, documenting progress, interventions, and any relevant information in compliance with program and legal requirements.
- Successfully complete the 40-hour Domestic Violence training program to ensure expertise in domestic violence issues, legal regulations, and best practices.
- Demonstrate a proven track record in working with domestic violence survivors in the black, brown, underserved, and LGBTQ+ communities, understanding the unique challenges and cultural sensitivities within these communities.
- Conduct comprehensive assessments to identify survivors' emotional, psychological, and social needs, tailoring therapy, support groups, and care plan interventions accordingly.
- Collaborate with the Case Manager to coordinate care and ensure survivors are receiving holistic support, including scheduling therapy appointments, facilitating support groups, and monitoring progress against care plans.
- Work closely with the Program Manager to ensure program and contractual objectives and goals are met, actively contributing to the success of the BTC Domestic Violence Program.
- Engage in outreach efforts to raise awareness about domestic violence, the program's services, and the importance of seeking help, establishing community partnerships to enhance support networks.

## JOB SPECIFICATIONS OR QUALIFICATIONS, SPECIAL WORKING CONDITIONS

- Licensed Therapist with a Master's degree in Counseling, Social Work, or a related field.
- State licensure as a therapist (LPC, LCSW, LMFT, etc.).
- Successful completion of the 40-hour Domestic Violence training program.
- Proven track record in working with domestic violence survivors in the black, brown, underserved, and LGBTQ+ communities.
- Experience in providing therapy and counseling services to survivors of domestic violence, trauma, or related fields.
- Strong understanding of trauma-informed care, empowerment models, and evidence-based therapeutic interventions.
- Excellent communication, interpersonal, and collaboration skills.
- Experience in facilitating support groups or willingness to learn.
- Basic Spanish and/or Portuguese language skills are a plus.
- Proficiency in Microsoft Office Suite, Google Suite, and database management.
- Sensitivity to cultural diversity and an understanding of the unique needs of domestic violence survivors.

### Core Values

ICC is animated by core values, including mutual respect, empathy, fairness and transparency, commitment to excellence, and accountability.

**Mutual Respect:** We accept the importance of each person's rights, customs, and wishes. We are courteous and supportive in our interactions with clients and colleagues.

**Empathy:** We strive to understand what others are experiencing and feeling by trying to see things from their perspectives. We are willing to give our time and energy to the community and are constantly searching for ways to improve the lives of those we serve.

**Fairness and Transparency:** We are committed to authentic, two-way communication, willing to listen without judgment and, with respect, express our point of view. We cherish diversity and inclusiveness, embracing the community with its input and feedback.

**Commitment to Excellence:** We provide the highest quality service possible, earning trust and exceeding expectations. We continuously learn from experience. We approach challenges with creativity and flexibility.

**Accountability:** We are responsible for the quality and outcomes of the programs we provide, for explaining why deviations from reasonable expectations may have occurred, and for responding responsibly at all times, especially when errors in behavior or judgment have happened.

**ICC is an Equal Opportunity Employer** committed to further building and maintaining a staff that reflects our community's full range and diversity. Not only do we embrace and celebrate the diversity of our community members, but we also strive for the same in our employees. ICC is committed to equal employment opportunity regardless of race, color, ethnicity, ancestry, religion, national origin, gender, sex, gender identity or expression, sexual orientation, age, citizenship, marital or parental status, disability, veteran status, or other class protected by applicable law. We are looking for a diverse applicant pool. We strongly encourage women of color, persons with disabilities, immigrants, members of the LGBTQ community, and people from low-income and working-class backgrounds to apply.

If interested, please send a resume and cover letter to [ICCHiring@ironboundcc.org](mailto:ICCHiring@ironboundcc.org) with the subject line "BTC Licensed Therapist"