

Organization Overview: Parrott Creek is a 501(c) nonprofit organization serving youth, families and individuals in the Metro region and from across Oregon. Our programs range from early interventions and community support to outpatient treatment, recovery homes and intensive residential care. Our mission is to offer person-centered and culturally responsive programs and services to address social determinants of health in our community. Our goal is for all people to experience social, emotional, and physical wellbeing with justice and hope. We deliver our mission by ensuring that Parrott Creek is a unique, values-based, and empowering place to work.

Parrott Creek is hiring a psychotherapist to work with children, youth and families in our expanding suite of residential and community-based programs. We have a long history of utilizing and valuing clinicians and their contributions to program development and the delivery of impactful social services to the youth and families of Oregon.

We give pay increases for earning certifications.

We offer a work schedule with one paid day off every pay period as a Wellness day.

SALARY: \$64,480 - \$72,800

PRINCIPAL DUTIES:

- Provide a complete biopsychosocial assessment on all admissions to programs to determine the appropriate level of offense specific care as well as other mental health and behavioral needs,
- In collaboration with the Program Coordinators or Program Managers, caseworkers, and other involved professionals are aware of behavioral issues, family treatment concerns, and overall progress in treatment.
- Provide family therapy for caseload when appropriate.
- Be on-call for mental health emergencies.
- Facilitate therapeutic treatment groups.
- Supervise youth in the milieu when working in a residential program.
- Complete all paperwork in a timely fashion.
- Attend mandatory staff meetings
- Participate in clinical supervision with the Director of Clinical Services and administrative supervision with the Program Managers.
- Formulate a treatment plan with youth while they are in the program.
- Formulate youth's transition plan.
- Chair required meetings including case reviews, behavioral reviews with youth and transition meetings
- Follow and support Parrott Creek Policies and Procedures, work cooperatively and harmoniously with clients, coworkers and outside agencies.

Our programs serve some of Oregon's most vulnerable children, youth and families involved in formal systems of care. Significant family therapy, whether it is biological or foster, is an integral

part of this therapeutic work. The therapists in Parrott Creek's programs are responsible for providing individual and group therapy, overseeing treatment services, and helping to maintain adherence to the core values and ethical standards of Parrott Creek.

The Therapists are part of therapeutic teams that provide structured, consistent and respectful treatment environments. Our work is trauma informed and responsive with a collective, collaborative approach to supporting our youth. Fundamental to the therapists' role is modeling Restorative Justice practices. This includes supporting processes that address harm and create opportunities to, where possible, allow the repair of harm to happen.

At its heart, we believe our children and families are smart, capable and doing the best they can with the resources they have available to them. Our job is to help our youth and families reach their full potential. We approach our social service from a non-judgmental, respectful perspective and these values extend to how we work collaboratively as colleagues.

Parrott Creek respects and promotes the personal and professional growth of all employees and we celebrate diversity. We are committed to creating an inclusive and safe environment for all.

Our Values

- **Unconditional Positive Regard** - Assuming positive intent and accept people are using the skills they have the best they can
- **Mindfulness** - Being fully present and engaged in the moment
- **Trauma Informed** - Offering a culture of healing and empowerment by creating a mindful environment of kindness and support with a regard for behaviors, attitudes and through patterns formed by trauma
- **Restorative Justice** - We focus on repairing relationships, asking each other to be accountable for the harm we cause
- **Social Justice** - Working towards the equitable treatment of all people; recognizing dynamics of power, privilege and oppression

EDUCATION, EXPERIENCE & TRAINING:

- Masters in Social Work, Counseling or a related field required.
- Have knowledge of basic psychological and sociological theories, clinical application and adolescent development.
- Promote a structured milieu and ability to supervise residential staff if working in a residential program.
- Have obtained or are willing to pursue a certification as a Juvenile Sex Offender Therapist in the State of Oregon (depending on the residential program).
- Experience working with/in BIPOC communities.
- Understanding of and commitment to mindfulness practice.
- Understanding of and commitment to anti-racism.
- Supportive of diverse lifestyles and cultures.

- Transportation of residents is required; must have a valid Oregon driver's license and good driving record.
- Able to communicate effectively both verbally and in writing.
- Work cooperatively within a team.
- Ability to pass a DHS background and fingerprint check.
- Bi-lingual preferred.

REQUIREMENTS, KNOWLEDGE, SKILLS AND ABILITIES:

- Must be able to communicate effectively both verbally and in writing
- Computer experience, proficiency with Microsoft Office preferred
- Ability to lift 35 pounds
- Ability to walk over uneven terrain
- Be able to drive a 12-seat passenger van.

*A note to potential candidates: Studies have shown that women, trans, non-binary, BIPOC, and other candidates from most-impacted communities are less likely to apply for jobs unless they believe they meet every single one of the qualifications as described in a job description. We are committed to building a diverse and inclusive organization, and we are most interested in finding the best candidate for the job. That candidate may be one who comes from a background less traditional to our field of work, and that's welcome. We would strongly encourage you to apply, even if you don't believe you meet every one of the qualifications described. Parrott Creek is an equal opportunity employer and we encourage candidates of diverse backgrounds to apply.