

FULL TIME LICENSED THERAPIST – JOB DESCRIPTION

Classification: Non-Exempt

Status: Permanent, Full-Time (32 hours/week)

Department: Programs

Report To: Executive/Artistic Director

Compensation: \$48/hour (This position is budgeted for a maximum of \$80,000 per year)

transcenDANCE MISSION

Our mission at transcenDANCE is to provide equitable access to dance and performance, and holistic wraparound services, for young people from marginalized communities. We support youth as they transcend barriers, recognize their own potential and power, and create positive change for themselves, their families, and their communities.

POSITION DESCRIPTION

This position is open to Licensed Clinician applicants (MFT, LCSW, or LPCC). They will have the opportunity to provide professional mental health and psychotherapeutic support to our students and families. This is a unique opportunity to provide therapy services in a Creative Youth Development (CYD) setting and is particularly fitting for someone interested and energized by embodiment work, creative/artistic atmospheres, and a collaborative work environment alongside program staff and teaching artists.

The Licensed Clinician is an essential member of the transcenDANCE Programs team and will uphold high service standards. This is a tremendous opportunity for a mental health professional to maximize and strengthen the internal capacity of a well-respected, high-impact CYD non-profit organization serving San Diego youth and families.

This role can be fast paced, often needing to manage competing priorities. It requires a balance of excellent inter/intra-personal skills along with the efficient administrative skills needed to manage student and family service notes and documentation.

The Licensed Clinician must be highly collaborative in a dynamic creative youth development environment, an effective communicator and leader, detail-oriented, a good listener, and maintain a values-based approach. This position requires independent thought and discretion, as well as the ability to proactively assess student mental health needs, and situations that require higher level intervention.

This is a permanent, non-exempt, full-time position that reports to the Executive/Artistic Director. The position is eligible for benefits including health insurance, paid holidays, and paid time off. Trainings and professional development opportunities are offered for this position.

ESSENTIAL RESPONSIBILITIES

Leadership

- Lead program team members in understanding and supporting various student needs with healing-centered approaches
- Oversee program site safety for students, both physically and emotionally, directing program staff as needed. Ensure all student safety and studio care policies and responsibilities are upheld by program staff, teaching artists, students and families and bring program site concerns to the Managing Director in a timely way
- Act in a leadership role for the organization's racial equity work, initiating new policies, procedures and practices as needed, and supporting all staff advancing in their learning and growth
- Be a thought partner to the Executive/Artistic Director (ED/AD) in how transcenDANCE programs and services may be refined and bring new ideas and opportunities forward that support the strategic plan
- Support the onboarding of newly hired Teaching Artists and Program staff/volunteers/interns/guest educators as they orient to transcenDANCE programs and social emotional learning culture, as well as values and best practices in CYD
- Support summer program activities (camps or special projects) with a focus on student participant wellbeing and mentorship

- Develop tool kits that include resources for program staff and Teaching Artists that support their learning and development as strong CYD practitioners and guide social emotional learning outcomes
- Be a spokesperson for the organization, representing transcDANCE clinical services, at funder site visits, community events, with partners, and at organizational special events
- Lead and participate in trainings and growth opportunities related to all aspects of Creative Youth Development
- Act as an initiator, collaborator, and catalyst for positive working relationships and healthy communications across Program and Operations departments
- Optimize student assessments that provide qualitative and quantitative data, and report back on results and trends every six months
- Work all organizational events as a key representative of programs and student services

Clinical Services

- Provide onsite individual and group psychotherapeutic services to a student population of youth ages 9 – 18 years four days/week. Services include but are not limited to individual psychotherapy, psycho-social education groups, therapeutic groups, case management, and crisis intervention
- Facilitate student mental health assessments for CREATE students, identifying high-risk students in immediate need of support
- Provide parent/caregiver support of CREATE students and play a support role at select workshops on various topics related to parenting/caregiving
- Conduct mental health treatment plans to identify client needs and goals and engage in continuous clinical documentation toward goals
- Link clients with community resources as appropriate to assist in meeting established goals. Assist clients with accessing necessary services
- Collect and document client and service information in a timely and accurate manner. Maintain client case files and records in organized fashion, in compliance with HIPAA regulations

- Provide emotional support backstage to CREATE students at the theatre during tech and performance week. Support various backstage activities to assist team and students
- Ensure clients receive high quality services and follow all legal and ethical state and BBS guidelines.
- Engage in supervision meetings with transcenDANCE mental health consultants as needed
- Assist Executive/Artistic Director in building a strong wellness program and participate in overall goal achievement
- Offer consultation, education, and guidance to program and artistic staff to collaborate on student needs and programming
- Conduct family meetings at fall registration period to orient new families to mental health support services at transcenDANCE
- Conduct mental health assessments with CREATE students to screen periodically for risk factors
- Evaluate Holistic Student Assessments self-reported by CREATE students in order to learn/prioritize specific student needs for program support and education
- Support program team in creating a safe and welcoming space for students and families
- Attend program team meetings
- Support program key events, as needed, such as Family Orientations, Annual Performance, and other organization-wide events

EXPERIENCE, SKILLS, AND ABILITIES

Required Qualifications

- Master's Degree in Counseling, Marriage and Family Therapy, or Social Work from an accredited college or university

- Licensed as an LCSW, MFT, or LPCC
- Experience working with children and adolescents from culturally diverse backgrounds and low-income neighborhoods
- Understanding of racial equity concepts and working with a racial equity lens
- Understanding of gender affirming language and concepts that promotes a sense of belonging and care
- Experience with student safety planning and implementation
- Experience working with youth, staff, artists, and families from diverse cultural and socio-economic backgrounds in an affirming way
- Knowledge and experience implementing healing-centered, trauma-informed direct services to young people
- Superb written, verbal, and interpersonal communication skills
- Experience leading trainings on best practices in healing centered engagement with youth
- Experience with evaluation methods and impact data reporting
- Skill in directing and supporting staff to fluidly manage changing circumstances and priorities
- Strong analytic and strategic thinking skills
- Ability to work well under pressure and be highly organized with excellent problem solving skills
- Positive, flexible, can-do and team player attitude
- Reliable transportation
- Ability to work in-person during after-school/evening hours

Exceptional Qualifications

- 2+ years of clinical licensure

- Bilingual (English/Spanish) speaking and writing skills highly desirable
- Additional training/certification in art therapy, music therapy, dance therapy, or expressive arts therapy. Experience working with arts as empowering healing tools
- Experience working with parents/caregivers in individual and/or group settings
- Experience in Creative Youth Development, arts education, or social services.
- At least 2 years nonprofit experience, ideally in a mental health related role or position.

Reporting

The Licensed Therapist reports to the Executive and Artistic Director

Supervisory Responsibilities

This position does not directly supervise any individuals.

Additional Information: Hours, Location, and Reasonable Accommodations

Therapy sessions and group work will happen during after-school hours between 3:30-7:30pm Tuesday through Friday and are required for in-person work with students and families. Some older student sessions may happen virtually, but the majority of student/family interactions happen onsite at our San Diego location in a dedicated therapy office. Program meetings may happen in-person or virtually. Administrative work to be completed from office between 11-3 Tuesday through Friday.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Physical Requirements and Work Environment

During normal conditions, work is performed at the El Cajon Boulevard Dance Studio and Student Services Hub locations.

Expected Hours of Work

32 hours per week with regular online admin hours and onsite presence during program hours. Evening hours will regularly be part of the schedule, as well as select Saturdays (during the month of March when the CREATE cast meets every Saturday at Hoover High School).

Please see below for sample schedule:

Tuesdays 11:00am – 7:30pm

Wednesdays 11:00am – 7:30pm

Thursdays 11:00am – 7:30pm

Fridays 11:00am – 7:30pm

****Please note that during summer months the work schedule may shift to start and end earlier but is dependent on camp and program schedules.**

Travel

Travel is primarily within San Diego City and Lemon Grove areas.

Other Duties

This job description is intended only as an illustration of the various types of work that may be performed. The omission of specific statements of duties, activities or responsibilities does not exclude them from the position if the work is similar, related or a logical assignment to the position.

ABOUT THE ORGANIZATION

transcendANCE was founded in 2005 with the vision of being a youth-driven organization where young people have a platform to positively impact the world around them through dance and performance. The need for the organization arose out of several youth-identified needs in the community including having a safe and supportive space during out-of-school time hours and for creative self-expression and adult mentorship.

transcendANCE is a nationally recognized Creative Youth Development (CYD) organization that has staged and produced more than 15 original dance theatre productions in its lifespan. The holistic Program Model of CONNECT, CREATE, CONTRIBUTE offers year-round programs and services to youth, teens and young adults in underserved San Diego communities.

The Creative Youth Development National Partnership describes CYD as a “commitment to supporting young people’s stories, ideas, and dreams through creative expression and honoring their lived experience.” In order to create environments that support personal growth, discovery and feelings of belonging and representation, CYD organizations share a commitment to 1) Racial Justice and Social Equity; 2) Youth Voices; and 3) Collective Action. To learn more, we encourage interested candidates to visit the [Creative Youth Development National Partnership](#) website.

transcendANCE is rooted in the belief that youth are powerful agents of change that can inspire and lead community building and advocacy through the performing arts. transcendANCE has been guided by a commitment to addressing social issues through performance and intentional programs for the last 15 years. Community engagement and partnerships have been key components of the mission, enabling increased access and education to life and leadership skills, and, at times, social justice issues.

In 2021, transcendANCE successfully entered a new phase in its organizational development with the completion of the transcendANCE Studio in Lemon Grove. In 2023, transcendANCE expanded to a second site for additional program space and an administrative headquarters.

OUR COMMITMENTS TO EQUITY AND EQUAL EMPLOYMENT OPPORTUNITIES

In 2020, transcendANCE began a more intentional effort to develop a strategic plan that involves a collaboration of voices, including representation from all facets of the organization. The map of long-term endeavors includes trainings and a review of organizational policies and practices to ensure alignment with the strategic vision, and ongoing opportunities to integrate and embed an ever-deepening awareness. The goal of equity work is not static; it is an ongoing commitment to co-create an environment wherein naming and addressing power dynamics, isms, inequities, privilege, and biases, is an essential experience of the collective safe space.

transcendANCE is committed to providing equal employment opportunities to all employees and applicants without regard to race, color, religion, national origin, ancestry, gender, sex, gender identity or expression, age, medical condition, sexual orientation, marital status, citizenship, pregnancy, physical or mental disability, genetic information,

veteran status, military status, caregiver status or any other characteristic protected by federal, state, or local laws.

