



ANTI-VIOLENCE PARTNERSHIP of Philadelphia

Together we can end the cycle of violence.

Job Description

Job Title: COMMUNITY CLINICIAN
FLSA Status: SALARY EXEMPT
Department: COUNSELING CENTER
Project: PARTNERS IN CARE - PISC
Reports To: DIRECTOR OF COUNSELING SERVICES
Location: MAIN OFFICE
Schedule: FULL-TIME
Salary Range: \$50,000 - \$55,000 ANNUALLY

Background: Established in 1983, Anti-Violence Partnership of Philadelphia (AVP) is a non-profit victim service agency whose mission is to reduce the cycle of violence in Philadelphia by providing a wide range of intervention, prevention, and support services to children, youth, adults, and families to rebuild their lives in the aftermath of violence. Services for victims of violence and co-victims of homicide include individual, family, and group counseling, victim advocacy, court accompaniment, grief support, crisis intervention, and violence prevention training for children, their parents, teachers, and service providers. AVP's comprehensive and collaborative programs are offered throughout Philadelphia in schools, social service agencies, the courts, and the community sites. Services are provided to Philadelphians free of charge. AVP does not require clients to have proof of insurance or citizenship.

Summary: The Community Clinician provides psychotherapeutic services (including, but not limited to, grief counseling, trauma-focused psychological first aid, and crisis counseling), case management, and coordinated care to youth, adults, and families referred by Penn Injury Science Center (PISC) who are direct or indirect victims of violence. The clinical services provided by the Community Clinician are trauma-specific and intended to address the adverse consequences of exposure to violence and traumatic loss. Reporting to the Director of Counseling Services, the Community Clinician will work closely with PISC, including assisting in the training of Community Outreach Workers and participating in community-based collaboration with partner organizations.

Services may be provided virtually by telehealth and in-person at AVP or PISC's offices, schools, Criminal Justice Center or other community locations when necessary.

Essential Duties and Responsibilities include the following. Other duties may be assigned.

- Provides psychotherapeutic services to clients who are direct or indirect victims of violence on an individual, family, or group basis as appropriate.
- Applies developmentally appropriate therapeutic interventions, theory, and methods to individuals, families, groups, and staff with appropriate regard for the complexity of given problems.
- Maintains current clinical records for clients including assessment and evaluation information, release of information and consent to treatment forms, initial and updated treatment plans, progress notes and correspondence.
- Meets with the clinical supervisor for weekly supervision, at which the Community Clinician should be prepared to discuss at least one current case.
- Attends Counseling Services staff meetings and prepares case reviews for peer supervision on a



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rotating basis with other clinical staff.

- Initiates and maintains contact (as needed) with referral sources.
- Initiates and maintains contact with other professionals who may be resources for psycho-social support for the client, for example, other community-based victim service groups, clergy, etc.
- Coordinates with the Community Care Coordinator, Community Outreach Workers, other staff, and community partners to develop a comprehensive list of resources and social services for clients.
- Assists PISC staff as requested in training and deployment of Community Outreach Workers.
- Attends community events as requested and required.

Administrative Responsibilities:

- Assures protection of client confidentiality by appropriate storage of clinical information and sharing of such data only in accordance with AVP's written confidentiality policy.
- Reviews potentially problematic cases prior to extended time off (vacation) and arranges clinical coverage.
- Attends staff meetings and other meetings as requested and required.
- Learns about new developments in the field by reading professional literature, attending courses and seminars, and establishing and maintaining contact with other social service agencies.
- Conducts activities in compliance with AVP's confidentiality policy and all applicable federal and state laws, including HIPAA, mandated reporting, the Pennsylvania Commission on Crime & Delinquency's (PCCD) Victim Services Program Standards, and the Victim Services Code of Ethics.
- Records hours worked, maintains a public calendar, and submits bi-weekly timesheet promptly.
- Completes other forms and paperwork as requested.
- Completes a minimum of 40 hours of training in first year; minimum of 10 hours of training annually in following years.
- Performs any other activities that may be assigned in the best interest of the organization.
- Maintains appropriate professional boundaries.
- This position has no supervisory responsibilities but may be offered the opportunity to supervise interns.

Qualifications:

- Master's degree in Social Work, Psychology, Counseling Psychology or related discipline.
- Appropriate license to practice in Pennsylvania preferred.
- Minimum 3 years' experience providing counseling/psychotherapy to adults.
- Prior experience working with children, adults and families that have experienced trauma and/or grief and loss strongly preferred.
- Ability to utilize appropriate modalities to address symptoms of traumatic grief with individuals and groups.
- Strong written, verbal, and interpersonal communication skills.
- Ability to work collaboratively as a team and build relationships with a wide range of staff, volunteers, clients, partners, and all stakeholders in the community, across cultures and ethnic backgrounds, is essential.
- Demonstrated ability to communicate clearly and effectively with clients, program partners, government agencies, evaluators, and community stakeholders of all demographic and professional levels.
- Demonstrated ability to work independently and multi-task, and manage and meet deadlines in a



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motivated, effective way required.

- Demonstrated competence communicating about identity and equity, with a sophisticated understanding of the structures through which race, gender, class, sexual orientation, religion, ability, and other axes of identity function to unjustly distribute power and oppress some in our society.
- A commitment to integrating justice and equity into the work of the organization to ensure an inclusive and anti-racist organizational culture.
- A commitment to AVP's mission.

Benefits: AVP offers a comprehensive and competitive benefits package for full-time employees that includes: 25 days' paid time off (PTO) annually; 15 paid holidays per year; 100% employer-paid medical, dental, and vision insurance; 401(k) retirement plan; and Flexible Spending Account for medical and dependent care.

Position Details: This is a full-time exempt status position based in Philadelphia, PA. Local and occasional out-of-county travel required for meetings and trainings.

Required Clearances: Employment will be contingent upon receipt of the following background checks: [Pennsylvania Criminal Background Check](#), [Pennsylvania Child Abuse History Clearance](#), and [FBI Criminal History Clearance](#) (*applies only if you have not lived in Pennsylvania for 10 years or more).

Apply:

- Internal applicants should submit a resume and cover letter to avp@avpphila.org with subject line "Community Clinician (PISC)."
- External applicants must apply via this link: <https://www.indeed.com/job/community-clinician-4f98fe2ccb05ea8b>



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Grant Term:	February 1, 2022 – January 31, 2024
Grant Overview:	<p>The primary purpose of the Violence Intervention & Prevention (VIP) Grant Program of the Pennsylvania Commission on Crime & Delinquency (PCCD) is to provide grants to support for local efforts to stop or prevent gun and group violence that is occurring across the state.</p> <p>Penn Injury Science Center (PISC) and Penn Trauma Center at the University of Pennsylvania, as well as strategic community partners including Anti-Violence Partnership of Philadelphia (AVP), received VIP funding to develop a collective impact partnership to support community-engaged, evidence-based violence prevention in West/Southwest Philadelphia:</p> <ol style="list-style-type: none"> (1) Convene the PHIGHT network (Philadelphia’s Hub to reduce Interpersonal Violence, Gun Violence, Homicide and Trauma) of community, academic, health system, & government stakeholders committed to reducing gun violence in West/Southwest Philadelphia to align a collective vision, shared metrics, and mutually reinforcing activities. (2) Identify a cohort of 40-65 adult and young adults at highest risk for future involvement in gun violence for focused intervention using data systems (i.e. Philadelphia CARES, Shooting Dashboard, Penn Trauma registry), the PHIGHT network, and knowledgeable community partners. (3) Implement and evaluate trauma-informed violence interruption services and tailored support from community-based organizations including short and long-term conflict resolution and tailored support for the cohort. This is a community-relevant expansion and adaptation of Temple’s Cure Violence model in North Philadelphia. <p>Website: https://www.penninjuryscience.org/outreach/community-violence-intervention-hub/penn-community-violence-prevention/</p>

Anti-Violence Partnership of Philadelphia is an equal opportunity employer committed to a racially just, diverse, equitable, and inclusive workplace where differences are valued and respected. Our goal is to be a diverse workforce that is representative, at all levels, of the communities we serve. It is our policy to abide by all federal, state and local laws prohibiting employment discrimination based on a person's race (including hair texture and hairstyles), color, religious creed, sex, national origin, ancestry, citizenship status, pregnancy, childbirth, physical disability, mental and/or intellectual disability, age, military status, veteran status (including protected veterans), marital status, registered domestic partner or civil union status, familial status, gender (including sex stereotyping and gender identity or expression), medical condition (including, but not limited to, cancer related or HIV/AIDS related), genetic information, sexual orientation, or any other protected status. Individuals who are Black, Indigenous, People of Color (BIPOC), LGBTQIAGNC, veterans, with disabilities, and/or at the intersection(s) of any of these identities are strongly encouraged to apply. If you are a member of one of these equity groups, you are encouraged to self-identify, on either your application form, cover letter, or resume.