



# ANTI-VIOLENCE PARTNERSHIP of Philadelphia

*Together we can end the cycle of violence.*

## Job Description

**Job Title:** YVO THERAPIST  
**FLSA Status:** EXEMPT  
**Department:** YOUTH SERVICES  
**Program:** YOUTH VIOLENCE OUTREACH  
**Reports To:** DIRECTOR OF YOUTH SERVICES  
**Location:** MAIN OFFICE  
**Schedule:** FULL-TIME  
**Salary Range:** \$50,000-\$55,000 ANNUALLY

**Summary:** The Youth Violence Outreach (YVO) Therapist provides psychotherapeutic services, including individual and group grief counseling, psychoeducational violence prevention group curriculum, trauma-focused psychological first aid, and crisis counseling, to school-aged children, adolescents, youth, and families who are direct or indirect victims of violence. The clinical services provided by the YVO Therapist are trauma-specific and focused in that they are intended to address the adverse consequences of exposure to violence. Treatment modalities include individual, couples, family, and group counseling. Services are provided primarily in-person at local public and private schools, virtually, at AVP's office, Criminal Justice Center, or other community locations when necessary.

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

- Provides individual and group psychotherapeutic and services to clients who are direct or indirect victims of violence on an individual, family, or group basis as appropriate.
- Provides psychoeducational group curriculum to school-age students.
- Initiates and maintains contact (as needed) with referral sources, including school staff, to identify students who have experienced direct or indirect victimization.
- Initiates and maintains contact with other professionals who may be resources for psycho-social support for the client, for example, victim advocates, community partners, Assistant District Attorneys, clergy, etc.
- Initiates or attends meetings (as needed) with outside professionals for the purpose of promoting the progress and recovery of clients in treatment, advocacy, or educating representatives of other systems regarding the needs of co-victims of homicide and other crime victims.
- Applies developmentally appropriate therapeutic interventions, theory, and methods to individuals, families, groups, and staff with appropriate regard for the complexity of given problems.
- Develops and implements appropriate curriculum for group participants based on age, grade and victimization.
- Provides technical support to school staff on how to identify student victims and to reinforce program philosophy whenever possible.
- Attends community events as requested and required to increase awareness of services.
- Maintains appropriate professional boundaries.

### **Administrative Responsibilities:**

- Maintains current, complete, and accurate clinical records for clients including assessment and evaluation information, release of information and consent to treatment forms, initial and updated



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treatment plans, pre- and post- survey results, progress notes, and correspondence.

- Initiates and maintains communication with supervisor and school staff at participating schools regarding scheduling and impact of prevention and intervention activities.
- 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.
- Meets with the supervisor for weekly supervision, at which the YVO Therapist should be prepared to discuss at least one current case.
- Attends staff meetings as requested and required.
- Prepares case reviews for peer supervision on a rotating basis with other clinical staff.
- 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 a minimum of 40 hours of training in first year; minimum of 10 hours of training annually in following years.
- Completes other forms and paperwork as requested.
- 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 or Counseling is required, as is an LSW if applicable. New hires may show proof that the LSW examination is scheduled at the time of hire. Continued employment is subject to review if the examination is not passed.
- Experience working with children, adults and families that have experienced trauma and/or grief and loss strongly preferred.
- Bilingual candidates (fluent in English and Spanish) are preferred.
- Ability to utilize appropriate modalities to address symptoms of traumatic grief with individuals and groups.
- 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 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



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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](mailto:avp@avpphila.org) with subject line "YVO Therapist."
- External applicants must apply via this link: <https://www.indeed.com/job/youth-violence-outreach-therapist-b92af56afd1f7740>

*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.*