



License Eligible Therapist

The Gemma Project is seeking skilled, passionate, and dedicated individuals eager to contribute to our mission of providing and promoting the national creation of gender-responsive jail reentry programming for incarcerated and formerly incarcerated women. The Gemma Project is a trauma responsive, female-led organization that centers integrity and compassion in all the services we provide. Join our team to reduce recidivism, break the intergenerational cycle of incarceration, and create healthier communities.

This position reports to and receives clinical supervision from the Executive Director.

How you'll fit in:

You'll be a great addition to our team if you are a skilled, innovative, dedicated professional who is trained in trauma and gender responsive approaches to healing and growth and who is committed to meeting the needs and elevating the successes of justice involved women. The primary duties associated with the therapist position are to provide individual and group therapy to women and female identifying individuals who are recently released from incarceration.

What you'll do:

- Provide clinical assessments and co-create individualized treatment plans for participants engaging in individual therapy
- Provide trauma responsive interventions to assist participants to reach their treatment goals
- Provide trauma responsive psycho-educational group on relevant subjects
- Maintain basic clinical notes utilizing standard practices of confidentiality
- Coordinate care with Day Program and Continuing Care Coordinators to support participants in meeting their treatment goals as needed

What you'll bring:

- Passion for The Gemma Project's mission and empathy for the unique challenges facing incarcerated and formerly incarcerated women
- Commitment to positively contributing to a diverse, equitable, inclusive, and trauma responsive organizational culture through self-awareness, cultural humility, and valuing others
- Dedication to supporting and celebrating female identified individuals in their healing, development, and contributions to the community
- A reputation for a high standard of honesty, integrity, and professionalism

- A curious, creative, and innovative mindset focused on developing effective interventions to best meet the needs of the participants we serve
- Receptivity to feedback and ability to ask for and accept help
- The ability to find joy in our work, contribute to optimism, and celebrate individual and team achievements
- Strong organizational, schedule management, and problem-solving skills with excellent multi-tasking abilities
- Excellent de-escalation skills
- Ability to work both independently and collaboratively
- Knowledge of reentry needs and barriers for incarcerated and formerly incarcerated women and ability to quickly integrate learning
- Bilingual/bicultural (English/Spanish) Preferred

Qualifications:

- Master's Degree in Social Work, Psychology or Counseling *and*
- Registered with the California Board of Behavioral Sciences
- 1 - 3 years working with justice involved women
- Extensive background working with habitual behaviors such as addiction, as well as co-occurring disorders
- Demonstrated experience in implementing gender and trauma responsive approaches
- Demonstrated experience in mindfulness-based interventions
- Demonstrated experience in implementing cognitive behavioral interventions
- Demonstrated experience in group facilitation

How you apply:

Please email the following elements to: cynthia@thegemmaproject.org

- Cover letter describing your interest in this position and what you would contribute to The Gemma Project
- Resume
- Description of the therapeutic approach and interventions you use, and how that would be beneficial in meeting the needs of the participants we serve
- At least three references who can attest to your ability to be successful in this role

We will consider all paid and unpaid experience relative to this position, including internships, fellowships, and volunteer activities.

Compensation

Clinical supervision is provided without cost to The Gemma Project therapists.

The Gemma Project recognizes the impact human services work can have on service providers and aims to take care of our staff and those we serve by paying a living wage, providing health benefits and a retirement program, maintaining reasonable workloads and work hours, reinforcing professional boundaries, and centering professional development. We are a trauma responsive culture in which we demonstrate for those we serve that we value all people in the work we do.

Diversity, Equity, Inclusion, Belonging & Equal Employment Opportunity Statement:

The Gemma Project affirms that inequity is detrimental to our staff, our participants, and the communities we serve. Together, we unite for equity in our goal to impact lasting change through our actions. The Gemma Project is committed to equal employment opportunities regardless of any protected characteristic, including race, color, genetic information, creed, national origin, religion, sex, affectional or sexual orientation, gender identity or expression, lawful alien status, ancestry, age, marital status, or protected veteran status and will not discriminate against anyone on the basis of a disability or history of justice system involvement.

