



New York City Anti-Violence Project

116 Nassau Street, 3rd Floor
New York, NY 10038
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212.714.1141 24-hour hotline

Title: Clinician

Department: Client Services

Reports to: Manager of Clinical Programs

The New York City Anti-Violence Project (AVP) envisions a world in which all lesbian, gay, bisexual, transgender, queer (LGBTQ), and HIV-affected people are safe, respected, and live free from violence. AVP's mission is to empower LGBTQ and HIV-affected communities and allies to end all forms of violence through organizing and education, and support survivors through counseling and advocacy.

AVP is currently celebrating its 40th Anniversary, and since its beginning has been at the forefront of defining and shaping a movement to address and prevent violence.

PRIMARY FUNCTIONS

The Clinician, who has a **bilingual proficiency in Spanish**, provides direct services, including individual and group counseling, advocacy, referrals, and accompaniment, primarily, but not limited to, LGBTQ and HIV-affected survivors of all forms of violence. They will serve our community around needs arising from, but not limited to, intimate partner violence, sexual violence, hate violence, hook-up/dating violence, HIV-related violence and institutional violence, including police violence. The Clinician will support the continued development of AVP's programming, in accordance with AVP's strategic plan.

DUTIES AND RESPONSIBILITIES

Direct Services to Clients

- Provide crisis intervention services and conduct intake assessments for in-coming hotline calls and/or walk-ins.
- Provide ongoing services, including, but not limited to:
 - individual and/or group counseling;
 - advocacy and accompaniment, supporting clients' access to support and services, through helping them overcome barriers, including those rooted in institutionalized discrimination, bias, and violence;
 - follow-up contacts;
 - information and referrals.
- Assist clients in filing for NYS Office of Victims Services compensation.
- Provide hotline coverage during office hours and back-up services to volunteer hotline counselors after office hours on a rotating basis with other staff.
- Support and actively participate in the design, development, planning, implementation, facilitation and evaluation of support groups.
- Attend designated team meetings, and daily case conference/case assignment meetings.
- Support and coordinate with the Community Organizing and Public Advocacy (COPA) Department in conducting outreach, community education, and professional training around intersecting forms of violence within and against LGBTQ and HIV-affected communities across New York City.

- Support and coordinate with the Legal Department around providing integrated social and legal services to survivors.

Program-Related

- Support development of expanded client services programming at AVP, in accordance with AVP's strategic plan.
- Attend and actively participate in weekly supervision, client services department meetings, trainings, and clinical case conference meetings.
- Attend and actively participate in agency-wide full-staff meetings and discussions and in Anti-Oppression Working Groups.
- Attend and actively participate in in-service trainings and external trainings/seminars as appropriate, as well as AVP's annual all-staff retreat.
- Assist with and attend AVP signature events, including AVP's annual Courage Awards Gala and various Pride events.
- Take initiative and provide support in adapting AVP service provision for remote work.

Administrative

- Enter all data accurately and in a timely manner.
- Maintain confidentiality and other appropriate boundaries and expectations, including abiding by HIPAA.
- Communicate clearly and directly on all platforms utilized by AVP, e.g., Slack, RingCentral, email, etc.

Organizational Relationships

- Report to the Manager of Clinical Programs.
- Work closely with other Client Service Department staff, collaborating on cases and programs.
- Work closely with staff in the COPA and Legal Departments collaborating on cases and cross-departmental training and programs.

Other Duties as Directed by Supervisor

QUALIFICATIONS

- Bilingual proficiency in Spanish is required.
- MSW (or related degree) and LMSW (or related license) eligible required; LMSW a plus.
- At least 2-3 years of related and demonstrable experience required in providing direct clinical and advocacy services to survivors of intersecting forms of violence, as well as to members of LGBTQ and HIV-affected communities. This includes demonstrable experience in crisis intervention, required.
- Demonstrated commitment required to working to end all forms of violence within and against LGBTQ and HIV-affected communities, required.
- Demonstrated commitment required to working from an anti-oppression, harm reduction, and trauma informed approach, required.
- Demonstrated commitment to professional development and skill-building required.
- Demonstrated commitment to working within an interdisciplinary team, within an anti-oppression approach required.

- Demonstrated experience required in interacting with diverse stakeholders such as Community Based Organizations and community members.
- Demonstrated experience required in navigating systems, including criminal and civil legal systems, public benefits, social services, and health care.
- Experience in community organizing, coalition building and coordinating, and/or policy advocacy a plus.
- Experience in using virtual platforms required.

SALARY

This is an at-will, non-exempt position with a salary range of \$51,000 - \$55,000. Hours are 10am – 6pm, Monday through Friday. Good benefits and working environment. This position is based in the AVP office in Manhattan, but is currently remote due to COVID-19.

TO APPLY

Upload resume and cover letter to <https://bit.ly/avpishiring> by January 22, 2021.

No phone calls, please. Candidates will be notified if we are seeking an interview; because of the high volume of responses it will not be possible to respond to all inquiries.

AVP is committed to providing equal employment opportunity to all qualified individuals and endeavors to hire individuals of diverse races, colors, creeds, ethnicities, religions, genders, gender identities or expressions, ages, sexes, sexual orientations, national origins, disabilities, and citizen, marital, veteran and HIV statuses.

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