

Co-Responder/Trauma Psychologist - Brighton/Thornton, Colorado

Licensed Psychologist (LP) Required

3-Day (30 Hour) Position: 2 days (20 hours) with Co-Response/Brighton Police Department and 1 Day (10 hours) with Family Trauma Recovery Outpatient Services

Salary Range: \$85,000 Annually (\$5,000 Bilingual Pay Increase)

About Reaching HOPE

Reaching HOPE is a non-profit outpatient trauma clinic serving survivors of traumatic crimes and their families. Our mission is to promote healing through holistic, evidence-based, and relationally grounded care, addressing individual, relational, and systemic trauma to fortify communities for generations to come.

Our populations include individuals impacted by interpersonal violence, sexual assault, and complex trauma, with particular emphasis on LGBTQIA+ youth, Latinx families, and survivors of systemic marginalization.

Family Trauma Recovery Outpatient Services

The psychologist will spend one day each week providing treatment within Reaching HOPE's Family Trauma Recovery Program, a phase-based, trauma-informed model designed to support survivors of interpersonal violence, complex trauma, and systemic oppression. Grounded in the belief that safe, healthy relationships are the foundation of healing, the program emphasizes treatment of the family system and active collaboration with safe caregivers to build skills, strengthen attachment, and process trauma within a relational context. Each family member receiving services is assigned their own therapist, allowing for individualized treatment while coordinating care within the broader family system. The model integrates individual, family, and community-focused interventions to help clients rebuild connection, enhance resilience, and interrupt cycles of intergenerational trauma. Clinicians work within a holistic, relationally grounded framework that prioritizes empowerment, collaboration, and cultural responsiveness, while leveraging Reaching HOPE's strong partnerships and community wellness initiatives to ensure each survivor and family system has access to comprehensive, compassionate care.

Co-Response Program

The Co-Responder program is a collaborative, social justice-oriented initiative between Reaching HOPE and the Brighton Police Department, formally approved by the Brighton City Council and designed to build trust, enhance safety, and expand access to mental health care within the community. Grounded in trauma-informed and community-centered principles,

the program seeks to reduce reliance on the criminal justice system and decrease use of force by providing timely, in-the-moment psychological assessment, crisis stabilization, and connection to appropriate care options.

Co-Responders work as part of an interdisciplinary team that includes another clinician and a case manager, partnering with law enforcement while maintaining clear clinical roles and ethical boundaries. The team provides wraparound mental health services in the field, including emergency and crisis evaluations, mental status examinations, safety planning, identification of protective factors, assessment of level of functioning, coordination of psychiatric interventions, and linkage to ongoing supports. Clinicians typically respond independently across the Brighton community, with law enforcement ensuring scene safety prior to engagement, and collaborate closely with local resources and community centers to increase visibility, accessibility, and trust in the program. Funded through a research grant with anticipated long-term city support, the Co-Responder program also emphasizes continuous evaluation and reflective practice, allowing clinicians to assess barriers, outcomes, and community impact in order to refine and sustain an ethically grounded, effective model of crisis response.

Position Overview

Reaching HOPE is seeking a Clinical Psychologist to serve as a Co-Responder Clinician with the Brighton Police Department two days per week, and as a Trauma Psychologist at Family Trauma Recovery one day per week. This is a unique opportunity for a licensed psychologist committed to ethical, trauma-informed care and social justice.

Schedule

- **2 days/week (20 hours)** with the Brighton Police Department
- **1 day/week (10 hours)** at Reaching HOPE, our trauma specialty outpatient clinic
- **Total: 30 hours/week**
- Schedule may adjust as program data determines highest-need times

Ethical Foundations

Reaching HOPE's Co-Responder initiative is guided by the American Psychological Association's Ethical Principles of Psychologists and Code of Conduct. We uphold these principles: Beneficence and Nonmaleficence, Fidelity and Responsibility, Integrity, Justice, and Respect for People's Rights and Dignity, as the framework for every community interaction and intervention.

We recognize the power and privilege inherent in our role as mental health providers working alongside law enforcement. Our clinicians lead with ethics, ensuring:

- The protection of human dignity in all encounters

- A commitment to do no harm, even in high-stakes, fast-paced environments
- Transparency, compassion, and cultural responsiveness in communication
- Advocacy for diversion from the criminal justice system whenever clinically and ethically appropriate
- Continuous self-reflection and supervision to maintain ethical integrity under pressure

By embedding ethical reflection into every shift, Reaching HOPE's Co-Responders serve as leaders in redefining crisis response through an ethically anchored, trauma-informed, and community-centered model.

Essential Functions

Co-Response Program

- Provide immediate crisis and emergency psychological assessments in collaboration with law enforcement
- Operate safely and tactically while providing crisis deescalation
- Conduct risk evaluations, create safety plans, and coordinate appropriate next steps
- Deliver brief stabilization and referrals to longer-term care
- Identify protective factors and assess level of functioning
- Coordinate with psychiatric and social service providers to ensure continuity of care
- Provide consultation and coaching to officers and team members
- Provide training and presentations for officers/community partners/other agencies
- Maintain comprehensive, confidential documentation according to ethical and legal standards
- Collect data on service delivery and outcomes to inform program development
- Participate in team meetings, debriefings, and case consultations
- Holding open office hours
- Tabling community events

Family Trauma Recovery

- Provide phase-based, trauma-informed individual therapy to survivors of interpersonal violence and complex trauma
- Conduct comprehensive intakes and phone screens to assess appropriateness for services
- Attend and actively participate in weekly group supervision
- Provide supervision to supervisors and contribute to clinical leadership within the program
- Consult and collaborate with community partners, referring agencies, and multidisciplinary care providers
- Participate in didactic trainings to support ongoing clinical development and trauma specialization

- Maintain timely, thorough, and confidential documentation in accordance with ethical and legal standards
- Engage in program-related administrative tasks typical of nonprofit settings (e.g., data tracking, outreach activities, community education)
- Assist with grant-writing or grant-support activities as opportunities arise
- Contribute to Reaching HOPE's community wellness and systemic trauma-prevention initiatives

About the Partner Agency

Brighton Police Department

- The Brighton Police Department is committed to community collaboration, trauma-informed response, and the protection of constitutional rights. The Department's values include:
 - A close partnership with our community
 - Quality service
 - Golden Rule Policing (i.e., treating others with respect and dignity)
 - Service without prejudice
 - Human life and dignity
 - Maintaining high ethical standards
 - The protection of constitutional rights of all people
 - The consistent and fair application of the law

Qualifications

- Doctorate (PhD or PsyD) in Clinical or Counseling Psychology (Required)
- Current Colorado License (LP) in good standing with DORA (Required)
- Experience in risk assessment, crisis stabilization, and emergency mental health services (e.g., previous work in inpatient hospitals, crisis hotline experience etc.)
- Strong understanding of ethical decision-making and trauma-informed care
- Valid Colorado driver's license and reliable transportation
- Bilingual (Spanish/English)-(preferred)
- Experience working within or alongside law enforcement systems-(preferred)

Benefits

- Medical, Dental, and Vision Insurance
- Retirement plan with 3% employer contribution
- 4 weeks paid time off in the first year; unlimited vacation thereafter
- Weekly individual supervision and didactic trainings with the Reaching HOPE team
- Ongoing training in Co-Response and trauma-focused care

- Opportunity for program development and clinical supervision roles as the program expands

Compensation

- Annual Salary: \$85,000 (\$5,000 Bilingual Pay Increase)

To Apply

- Please submit the following materials to JoinOurTeam@ReachingHOPE.org:
 - Curriculum Vitae (CV)
 - Cover Letter
 - Two (2) Letters of Recommendation or Two (2) Professional References

We look forward to your application and to welcoming a new colleague dedicated to compassionate, ethical, and community-centered crisis response.