

Co-Responder Therapist - Federal Heights, Colorado

LPC/LCSW/LMFT/LP Required

20 Hour Part-Time Week Positions

Position 2: 2 Days at Federal heights

Salary Range: \$45,000 - \$60,000 Annually (based on Education + Experience)

The Co-Responder Therapist position at Reaching HOPE is a collaborative position with the Federal Heights Police Departments and has been approved by the City Council. The goal of the Co-Responder position is social justice focused and aims to build bridges within the community, to promote mental health services, reduce use of force, and divert at-risk community members from the criminal justice system by providing stabilization within the community or through other care options. As a Co-Responder, you will work in collaboration with the Federal Heights team that includes working directly with other clinicians and Case Managers. Alongside law enforcement, the Co-Responder will work to:

- Support residents by providing wrap-around mental health services that include completing crisis or emergency assessments
- Prepare safety plans,
- Identify protective factors
- Conduct mental status exams, evaluating levels of functioning
- Coordinate psychiatric interventions
- Provide supervision, instruction and coaching.

Job Description

We are currently looking to hire one clinician who will work exclusively at Federal Heights Police Department for 20 hours part time Wednesday and Thursday:

- Wednesday 8:30 a.m.- 6:30 p.m. One 10 hour shift
- Thursday 8:30 a.m.- 6:30 p.m. One 10 hour shift
- The Federal Heights Co-Responder Program is new, and clinicians will assist with building out this new program.
- Clinicians will have access to a car available for use during the shift for this position.
- Clinicians will assist with data collection to determine highest need times, and the schedule may shift accordingly. This position will be included in any decisions made about changing schedules.

- This position will have access to an on-call supervisor during all working hours.
- This position will include primarily driving separately to locations across Federal Heights, though at times may include riding along with law enforcement. Law enforcement will ensure the safety of the area prior to the Co-Responder engaging in contact with residents.
- This position will also involve connecting with local resources and community centers in order to ensure that the community is aware of this service and familiar with the Co-Responder team.

The Federal Heights Co-Responder Program is new and will include the current posting for 2 clinicians and one part time Case Manager. These 2 teams will work together and will meet at the beginning and end of each shift to connect and provide consultation and support. Each Clinician receives weekly individual supervision.

About the involved Agencies:

Federal Heights Police Department:

The mission of the Federal Heights Police Department is to establish and maintain an ongoing partnership with the citizens of the community that promotes, preserves, and delivers a presence of security, safety, and quality services. The police department fulfills this mission with courtesy, integrity, and respect.

Reaching HOPE:

Reaching HOPE is a non-profit in Adams County that provides mental health services to trauma survivors and their families. It is our mission to help individuals heal from trauma by providing a holistic approach to mental health services that address individual, relational and systemic healing, ultimately fortifying the health of communities for generations to come.

Reaching HOPE values our team collaboration, community partnerships, and client centered approach that recognizes the significant impact of trauma across our community.

Population at Reaching HOPE:

- 4% Immigration rate
- 49% Latin
- 75% of youth and 25% of adults identify as LGBTQIA+
- 75% Poverty Rate

Population in Federal Heights include approximately:

- 22.2% Immigration rate
- 61.7% Latin
- 21.2% Poverty Rate

- 68.9% Employment Rate

Benefits:

- Two (2) day work week (20 hours total)
- Medical, Dental, and Vision Benefits
- Retirement (3% contribution from RH)
- 4 weeks paid time off in first year of employment, unlimited vacation thereafter
- Training in Co-Responding
- Participation in weekly didactics with Reaching HOPE team
- Opportunity to grow and provide supervision
- As a Co-Responder, you will attend and participate in weekly didactics with the entire Reaching HOPE team, and will receive weekly individual supervision.
- See below for pay rate bands
- Federal Heights Police Department has a vehicle available for use during working hours

Qualifications:

- Master's Degree Required in Counseling, Psychology, Clinical Social Work, or related field. Doctorate preferred.
- 3 or more years Direct Clinical experience required
- LPC/LCSW/LMFT/LP required
- Must have current good-standing registration in DORA
- Experience providing crisis intervention, intensive therapeutic services, and M1 holds, as well as experience working with substance use disorders
- Knowledge of how to implement crisis based therapeutic interventions
- Familiarity with current DSM 5 and diagnostic techniques.
- Valid Colorado driver's license with a safe driving record.
- Experience with substance use treatment (Preferred)

Essential Functions:

- Respond to and provide short term therapeutic crisis/emergency interventions at the home or community location of the person experiencing a crisis
- Deescalate situations with persons who are actively in crisis

- Assess a person's risk of harm to self or others and arrange needed resources or immediate placement if necessary
- Provide clinical case management to establish stability and appropriate level of care
- Collect data about patients through interview, case history, psychological tests, and/or observational techniques
- Evaluate patient data to identify causes of problems and to determine proper therapeutic approach or referral to other specialists
- Utilize mental health counseling principles and understands current DSM diagnoses and methodology, medical model approaches to effective crisis/emergency interventions
- Identify, arrange and provide appropriate therapeutic interventions
- Provide referrals to intensive services and community resources
- Follow up to determine reliability and validity of treatment used
- Collaborate with law enforcement, fire, paramedics, and external providers to provide services to clients that may include intervention and diversion
- Maintain close and cooperative relationships with community agencies and other public agencies in carrying out treatment/service plans
- Documents intervention and program activity according to company policies and procedures while maintaining confidentiality of consumer records.
- Provide open hours at community locations to help connect with the community and provide preventative resources and support

Physical Requirements:

- Regularly required to: stand, sit, talk, hear, and use hands and fingers to operate a computer and keyboard, and drive a car.
- Specific vision abilities required by this job include close vision requirements due to computer work.

To Apply:

- Please email JoinOurTeam@ReachingHOPE.org:
 - CV
 - Cover letter
 - 2 letters of recommendation or 2 references

We look forward to your application and partnering on these exciting programs!

Please note that the following rates per hour, based on education level, language and experience:

Education level	Language	Rate per hour
Masters Degree, Licensed (LCSW, LMFT, LPC)	English only	\$42.87-\$44.87
Masters Degree, Licensed (LCSW, LMFT, LPC)	English and Spanish	\$46.08-\$48.08
Doctorate with Master's level license(LCSW, LMFT, LPC)	English only	\$46.08-\$48.08
Doctorate with Master's level license (LCSW, LMFT, LPC)	English and Spanish only	\$49.28-\$51.28
Post-Doctoral (Licensed Psychologist Eligible)	English	\$38.46
Post-Doctoral (Licensed Psychologist Eligible)	English and Spanish	\$41.66
Licensed Psychologist	English only	\$52.46-\$54.48
Licensed psychologist	English and Spanish	\$55.69-\$57.69