

Bilingual Co-Responder Therapist - Federal Heights/Brighton, Colorado

LPC/LCSW/LMFT/LP Required

20 Hour Part-Time Week Position

Position 1: 1 Day at Federal Heights, 1 day at Brighton, CO, US

Salary Range: \$50,000 - \$60,000 Annually (based on Education + Experience)

The Co-Responder Therapist position at Reaching HOPE is a collaborative position with the Federal Heights and Brighton Police Departments and has been approved by the respective City Councils. 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 and Brighton Co-Responder teams 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 Bilingual clinician who will work 20 hours total part time.

- Monday 8:30 a.m.-6:30 p.m.: One 10 hour shift at Brighton Police Department, where clinicians will help provide an expansion of current services for the existing program (which has been up and running for one year).
- Tuesday: 8:30 a.m.-6:30 p.m.: One 10 hour shift at Federal Heights, where clinicians will help assist with building out this new program.
- Clinicians must have a working and reliable form of transportation for the Brighton Police Department where there is not a car currently available for shifts.

- Clinicians will assist with data collection to determine highest need times and schedule shifts 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 role will include primarily driving separately to locations across Federal Heights and/or Brighton, though at times may include riding along with law enforcement and/or Fire / EMS. (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. This position will assist with building out this program within Federal Heights and /or Brighton.

The Brighton Co-Responder Program began in November 2024, and currently includes 2 clinicians and a Case Manager, with this position adding an additional Clinician. The Federal Heights Co-Responder Program is new and includes the current posting and one additional Clinician posting, as well as 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.

The Brighton Police Department has identified the following values:

- A close partnership with our community
- Quality service
- Living by the "golden rule"
- 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

Additionally, the Brighton PD has been at the forefront of meeting community needs in a trauma informed and community based manner, including being early adopters of You Have Options and developing an award winning and nationally recognized Sexual Assault Task Force.

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

Population in Brighton include approximately:

- 7.38% Immigration rate
- 36% Latin
- 10.7% LGBTQ+
- 8.57% Poverty Rate
- 3.9% unemployed

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.
- Annual salary \$45,000 - \$60,000 Annually (based on Education + Experience), +\$3,000 increase for Bilingual Spanish speaking employees

- Federal Heights Police Department (NOT Brighton PD) 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)
- Bilingual Spanish (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	English and Spanish only	\$49.28-\$51.28

level license (LCSW, LMFT, LPC)		
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