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Hartford, CT 06106

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**Youth Counselor - Full-time**

IRIS is a non-profit organization whose mission is to help refugees and other displaced people establish new lives, strengthen hope, dare to dream, and contribute to the vitality of communities in Connecticut and across the country. We also provide support to Americans who are sponsoring refugees for resettlement.

In welcoming peoples fleeing persecution and conflict, we are honoring our national heritage as a country of immigrants as well as our commitments under U.S. and international law. IRIS helps newcomers with services and support critical to their transition to self-sufficiency and to making local communities across the U.S. their home.

IRIS is looking for an experienced Youth Counselor to promote the mental health of our children

and teens. We believe that young refugees and immigrants, when provided support and access to

coping skills, resources, and decision-making power, have what they need within them and

within their families and communities to move towards mental, social, emotional, and somatic

healing and flourishing. This is a full-time position attached to our New Haven office, but the

counselor may also work with a limited number of our Hartford office clients on a short-term

basis as needed.

The counselor will coordinate with the Education, Health, and Wellness teams at IRIS to ensure

that IRIS children and youth receive the mental health care they need. The clinician will conduct

regular in-school wellness checks with IRIS students and provide social-emotional learning at

IRIS youth education programs. The counselor will offer holistic, culturally-sensitive sessions for individuals, groups, and families, with interpretation as needed, based on self-referrals as well as referrals from IRIS staff, school staff, and medical professionals. The clinician will refer clients to other long-term mental health care providers as appropriate.

This position is grant-funded. Grants typically fund for a period of one year. Extension grant-

funded employment is subject to the availability of funds.

**Job Summary & General Responsibilities:**

1. Provide individual, family and group psychoeducation and therapy using evidence-based, brief therapy tools that are trauma and grief informed and culturally relevant to IRIS’s diverse clientele.
2. Collaborate with interpretation/translation service providers to develop and deliver oral and written information that is culturally acceptable.
3. Provide evidence-based social-emotional learning support and therapy for youth in IRIS education programs.
4. Deliver culturally sensitive and holistic therapy sessions, including interpretation services when needed.
5. Document all sessions and interactions in electronic health records.
6. Manage schedules for appointments with clients and interpreters.
7. Collaborate regularly with IRIS and school staff.
8. Conduct community and/or in-home and telehealth appointments as necessary.
9. Participate in meetings and training programs.
10. Contribute to narratives, data reports, and other requested documentation.
11. Assist with clinical emergencies.
12. Ensure compliance with HIPAA guidelines and privacy practices.
13. Perform other duties as assigned by the Supervisor.

*In submitting an application for employment, the applicant grants IRIS permission to check references as well as question anyone who might be familiar with the candidate’s job performance.*

**Requirements | Candidates must have:**

1. Master’s degree in Psychology, Social Work, Counseling, or Marriage and Family Therapy from an accredited graduate program.
2. Associate License or equivalent (LMSW, MFTA, LPCA) required.
3. CT Clinical License preferred (LCSW, LMFT, LPC).
4. Experience working with children and teens.
5. Experience with immigrants and refugees preferred.
6. Supervised training and experience using evidence-based, trauma-informed, culturally driven clinical interventions.
7. Experience in recognizing and appropriately triaging clinical emergencies, including threats of harm to self or others.
8. Ability to work independently and as part of a multidisciplinary team in an educational setting.
9. Experience in adapting and delivering evidence-based SEL activities to individual clients and youth programs.
10. Adherence to HIPPA compliance training with experience obtaining informed consent with multilingual clients and children.
11. Lived experience desired

**Skills:**

1. Self-motivated with the ability to schedule appointments, including arranging interpretation services.
2. Strong documentation skills for clinical formulations and treatment plans.
3. Competence in clinical care and clinical referrals.
4. Ability to work both independently and collaboratively within a multidisciplinary team.
5. Flexibility in conducting therapy sessions in various settings, including community, school, in-home, and telehealth.

**Reports to:** Education Director---- Health Department Manager

**Compensation:** This is a full-time salary (40 hours per week). The salary range for this position is $55,000 - $ 62,000 annually.

**Benefits**: Benefits Health, dental, vision insurance. Life and disability insurance. Vacation (3

weeks); personal days (3 per year); sick days, holidays per IRIS schedule. Eligible for 403b

retirement plan after 1 year.

Diversity and inclusion are hardwired into IRIS’ mission: We are dedicated to welcoming

peoples from all over the world who are fleeing persecution, war, and violence. We are more

effective at serving our client’s needs when we are representative of the communities we live in

and work with. So we are an enthusiastic Equal Opportunity Employer. We strongly encourage

people from underrepresented groups to apply. Please reach out if you need accommodations in

applying.

**To apply**, send an email to humanresources@irisct.org as soon as possible with the following:

* A subject line that says “Youth Counselor-YOUR NAME”
* A cover letter
* An attached resume
* Three professional references (at least two direct supervisors)

*Applications will be reviewed as they are received and will continue to be accepted until the position is filled and no phone calls are accepted.*