



a different kind of adoption organization
servicing adopted children of color and their families

Licensed Clinician (LMFT, LCSW, PsyD) Part-Time Independent Contractor

Position Summary

We are actively recruiting for several part-time, independent contractor Clinicians who will function as a part of the new Center for Race and Adoption Focused Therapy team within Pact, an Adoption Alliance. Pact's mission is to serve adopted children of color through lifelong support, community, education as well as placement services. **The team will provide high-quality individual and family psychotherapy to adoptees of color age 3-26 and their family members when appropriate.** Pact has long been a national voice and expert on the intersections of race, parenting and adoption. After 30 years of providing diverse services to adoptees of color and their families, Pact was excited to launch this therapy program in 2021 to meet the needs of the constituents we serve. We are looking for several passionate, motivated and high-integrity Clinicians. We hope to build a collaborative team environment where skilled and experienced Clinicians can learn from each other and support each other's work with our clients. Our goal is to hire Clinicians who want to be with us for the long-term, as this program continues to grow and expand.

Skills, Abilities, and Experience

Our ideal candidate is passionate about providing high-quality, trauma-informed, adoption competent and racially and culturally responsive psychotherapy to adoptees of color and their families. The ideal candidate has theoretical knowledge about attachment, trauma, and the impact of foster care and adoption on youth of color and their families. As well as a proven track record of providing effective psychotherapy to these populations.

Required

- Valid California license to provide therapy: LCSW, LMFT, Psy.D
- Minimum one year of experience providing therapy to youth age 3 – 26 and their families
- Clearance of fingerprints, and any other mandatory State/Federal licensing requirements.
- Possess or obtain a National Provider Identifier (NPI) number

Preferred

- Three years' experience providing psychotherapy to youth impacted by adoption and/or foster care
 - People of color and those touched personally by adoption strongly encouraged to apply
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Essential Tasks

- Provide a minimum average of 4 – 5 session / week, with the potential to grow as demand grows
 - Provide individual/family therapy sessions at a frequency determined by the treatment plan
 - Provide record keeping including progress notes in Pact's Electronic Health Record system in a timely and comprehensive manner
 - Complete a discharge summary when terminating therapy with each client
 - Maintain compliance in all areas of practice. Follow all licensing board, agency and state regulations and requirements regarding provision of therapy
 - Attend group consultation 1 hour every other week
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Job Requirements

Schedule

It is preferred that the Clinician be available at times that are requested by families, typically after-school hours such as late afternoon, early evenings and/or weekends.

Communication

- Communicates clearly and effectively, both verbally and in writing, with co-workers, supervisor, and clients
- Prepares clearly and concisely written assessments, treatment plans, progress notes and discharge summaries electronically

Independent Contractor Responsibilities

- Responsible for following all guidelines to maintain your professional license
 - Provide your own laptop, cell phone, internet access, transportation, and malpractice insurance
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Compensation and Benefits

- As an independent contractor, you will be paid a flat fee for each 50 minute therapy session provided, regardless of the fees paid by client. Our pay scale ranges from \$70-\$110 / session
 - Access to optional free professional trainings including CEUs through Pact, an Adoption Alliance
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To Apply

Interested candidates should send their resume and cover letter to: Susan Dusza Guerra Leksander, LMFT, Agency and Clinical Supervisor at susan@pactadopt.org. Please put "Licensed Clinician Position" in the subject line. Applications will be received on a rolling basis until the positions are filled. Please do not call the office with inquiries. Pact follows the Federal E.E.O.C. guidelines in the hiring process and celebrates diversity in its staff team.

About Pact, An Adoption Alliance

Pact is a non-profit organization, located in Emeryville, California whose mission is to serve adopted children of color. In every case, the child is our primary client. In order to best serve children's needs, we provide not only adoptive placement but lifelong education, support, and community for adoptees and their families on issues of adoption and race. Our goal is for every child to feel wanted honored and loved, a cherished member of a strong family with proud connections to the rich cultural heritage that is his or her birthright. We advocate for honesty and authenticity in matters of race and adoption. We strongly believe that adopted children's and adults' connections to birth family and birth heritage should be respected and maintained. We also strive to identify and counteract "adoptism," an unfortunately common social prejudice that challenges the legitimacy of the choice to place a child for adoption or to build a family by adoption. As an organization committed to children of color, we feel it is essential to educate ourselves and others about the pervasive power of race and racism as they affect our children, our families, ourselves and our society. We are a multicultural organization from top to bottom. Our staff and board of directors are racially diverse and reflect all positions of the adoption triad.