



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

Hybrid Social Worker / Therapist Position (LCSW, LMFT)

Full Time

Are you passionate about promoting an ethical, child-centered, anti-racist approach to domestic infant adoption and post-adoption services? Join our team providing compassionate care to adopted BIPOC children and their families .

Pact, an Adoption Alliance is a different kind of adoption organization. We provide lifelong education, support and community for adoptees of color and the people who love them.

We are a pro-choice, non-religiously affiliated open adoption agency that approaches adoption through a reproductive justice and anti-racist lens. We only provide services to people who are considering voluntarily relinquishing their children and are not licensed as a foster / resource family agency. We have a unique focus on same-race placements of Black, Latinx, Asian/Pacific Islander and multiracial children, and providing lifelong support to BIPOC adoptees and their adoptive and first/birth families.

Position Summary

We are actively recruiting for a hybrid Social Worker / Therapist position who will function as a part of both the licensed adoption agency and mental health program within Pact, an Adoption Alliance.

Our ideal candidate is passionate about providing child-centered and ethical adoption social work services to prospective adoptive families who apply to adopt, to families who have recently received placement of a child, and therapy services to BIPOC adoptees ages 3-26 years old. BIPOC individuals and those touched personally by adoption strongly encouraged to apply

Your time will be shared 50/50 between the adoption agency and mental health programs. While in Adoption Social Worker role you will primarily provide pre- and post-adoption services to prospective adoptive parents. While in the Therapist role you will primarily provide post-adoption therapy to BIPOC adoptees and their adoptive families.



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Skills, Abilities, and Experience

Required

- Valid California license to provide therapy: LCSW, LMFT
- Clearance of fingerprints, and any other mandatory State/Federal licensing requirements.
- Possess or obtain a National Provider Identifier (NPI) number
- Physician report of medical clearance, Proof of negative TB Test

Preferred

- 1-3 years of experience providing therapy to youth age 3 – 26 and their families
 - 1-3 years of experience providing adoption social work services
 - Completion of SAFE Home Study training as individual practitioner
 - BIPOC individuals and those touched personally by adoption strongly encouraged to apply
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Job Duties – Social Worker (50%)

- Primary service provider and record keeper for BIPOC pre-adoptive families at all stages of adoption – recruitment, consultation, home study, creating their profile, matching, placement and post-placement.
- Provide these services to prospective adoptive parents in line with Pact’s ethics and view on adoption, racial identity and racism
- Conduct SAFE Home Studies for local prospective adoptive families, review home studies for out-of-licensing-area prospective adoptive families and conduct follow-up interviews
- On occasion be the designated staff person to respond to our 24/7 emergency line for pregnant people considering adoption
- Provide services in compliance with CDSS and CCL regulations

Job Duties – Therapist (50%)

- Provide adoption-competent, culturally responsive, trauma-responsive individual/family therapy sessions to BIPOC youth ages 3-26 and their families
 - Frequency of sessions determined by the treatment plan
 - Sessions may be held online or in person
 - Maintain minimum caseload of 8 – 10 clients
 - Maintain compliance in all areas of practice. Follow all licensing board, agency and state regulations and requirements regarding provision of therapy
 - Provide record keeping including progress notes in Pact’s Electronic Health Record system in a timely and comprehensive manner
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Position Requirements

- Hybrid work schedule. In office required two days / week. The candidate will also be required to provide in-person services in the community, occasionally within 200 miles of the main office
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Compensation and Benefits

- \$80,000 - \$89,000 / year - Salary dependent on years of licensure and/or experience
 - Generous Benefit Package including medical, dental, continuing education, retirement, vacation and holiday pay.
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To Apply

Interested candidates should send their resume to: Susan Dusza Guerra Leksander, LMFT, Agency and Clinical Director at susan@pactadopt.org. Please put "Hybrid Social Worker / Therapist" in the subject line. Applications will be received on a rolling basis until the position is filled. 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.