Family Functional Therapy (FFT)
ATLAS Therapist

Reports to: ATLAS Program Director
Classification: Full Time/Exempt

ORGANIZATION
Living Redemption Community Development Corporation (LRCDC) is an independent Harlem-based nonprofit, dba Living Redemption Youth Opportunity Hub (LRYOH), founded in 2019 to catalyze Central and West Harlem’s homegrown “Credible Messengers,” who are part of the larger Credible Messenger and Transformative Mentoring Movement. With a mission to Save Lives and Heal Communities One Relationship at a Time, LRCDC offers restorative transformation for Central and West Harlem’s most vulnerable populations by providing intensive Credible Messenger-led mentoring, community outreach, and a holistic model of programs and services, including wraparound support and advocacy.

POSITION
Living Redemption Community Development Corporation is hiring staff for a community-based violence prevention program that aims to reduce violent recidivism through intensive and voluntary therapeutic services. This program is part of the Atlas initiative and uses the evidence-based Functional Family Therapy (FFT) model to engage young people and their families in holistic anti-violence services.

Atlas works to prevent violence by meeting people during a crisis, like a recent arrest or open court case and connecting them to a change process that nurtures hope and strengthens relationships. In collaboration with Atlas, Living Redemption Community Development Corporation is offering FFT to young people at elevated risk for violence in the community, victimization, or a re-arrest. FFT is an evidence-based intervention for youth and families. This high-quality, strength-focused family counseling model is designed for high-risk youth and young adults who have been referred by the criminal court, juvenile justice, mental health, school, or child welfare systems. Services are short-term and typically offered in the home, though services can be offered in the office or other community settings.

Living Redemption Community Development Corporation is seeking three (3) Therapists for its Atlas Functional Family Therapy (FFT) team. This position reports to the Atlas Program Director. The FFT Therapists are primarily responsible for delivering the services of FFT to youth, young adults and families while maintaining the FFT model with high fidelity in a manner consistent with the highest professional standards, adhering to protocols in place.
PREFERRED CORE COMPETENCIES

- Ability to engage clients
- Willingness and ability to be strengths-focused
- Ability to shift from a problem focus to understanding the processes that guide behavior. Willingness to advocate for youth and family, belief in the capacity of people to grow and change
- Ability to manage stress and self-care
- Appreciation, respect, and understanding for teamwork and company systems
- Ability to maintain a high level of self-awareness
- Ability to be comfortable with cultural differences; to relate without patronizing
- Willingness to commit to empowering families to solve their problems
- Ability and willingness to work with families in their own homes
- Willingness to be flexible to work with the families when they are available to meet
- Possess excellent clinical, communication, documentation and organizational skills

JOB RESPONSIBILITIES

- Carry a caseload as assigned
- Provide home-based* Functional Family Therapy to adults and their families, adhering to model fidelity requirements (*as post-pandemic working conditions allow)
- Actively participate as part of a therapy team, including attending weekly team and individual supervision meetings
- Assist families by actively referring them to appropriate services and supports, and with both clinical and concrete services
- Make case progress notes as required by FFT and regularly report to external stakeholders
- Participate in all FFT training, supervision, and consultation activities, including PEERS

PREFERRED EXPERIENCE (*required of Bachelor’s and Masters’ level)

- Direct use of pragmatic (i.e., structural, strategic, and functional) family therapies
- Individual therapy with youth and adults using cognitive behavioral techniques
- Marital therapy using behaviorally based approaches
- *Behavioral therapy targeting school behavior and academic performance
- Implementation of interventions within or between systems in the youth’s natural ecology that affect or influence the behavior of youth (i.e., family, peer, school, and neighborhood)

PREFERRED KNOWLEDGE (*required of Bachelor’s and Masters’ level)

- Family systems theory and application
- Social-ecological theory and application
- *Behavioral therapies theory and application
- *Cognitive-behavioral therapy theory and application
- Pragmatic family therapies theory and application
- Child development research and its application in the treatment
- Social skills assessment and intervention
- *Basic counseling and process skills
EDUCATION PREFERENCE / TRAINING REQUIRED

- Master’s degree in social work, counseling, education, or other relevant human service profession preferred; required for site supervisor position
- A minimum of three (3) years of case management experience
- Two (2) years human services experience with one (1) year clinically supervised

COMPUTER SKILLS REQUIRED

- Working knowledge of Microsoft Office (Word, Excel, PowerPoint, Outlook), ability to learn other software as required

GENERAL REQUIREMENTS

- All staff are expected to be committed to the mission, vision, and values of Living Redemption Community Development Corporation, which includes involvement in quality improvement activities and a willingness and ability to work within a culturally diverse environment
- Living Redemption is an Equal Opportunity Employer and complies with the requirements of the Americans with Disabilities Act. We encourage all qualified individuals to apply
- Any offer of employment is contingent upon receiving satisfactory references and approval of hire by applicable regulatory bodies, as appropriate
- Falsification or omission of relevant information in connection with any application for employment is grounds for denial or dismissal

WORK ENVIRONMENT / PHYSICAL EFFORT

Position: Full Time (This position has flexible schedule with the ability to work some weekends and evenings)

Salary: $70,000-75,000

Primary Location: Living Redemption Community Development Corporation, 302 W. 124th Street, New York, NY 10027

Benefit Status: This position is eligible for excellent benefits, including paid vacation and sick leave, medical and dental insurance, 403(b) retirement, life, and disability insurance.

Application Process: Please include the following in application submissions:
  - Cover Letter explaining interest in this specific position
  - Current Resume
  - Writing Sample that reflects your community organizing style and framework

Note: In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete an employment eligibility verification document form upon hire. Only applicants under consideration will be contacted.

Closing Date: Open until filled; to be filled as soon as possible.