

Position Title: Therapist

Reports To: Executive Director

Salary: \$75,000 with benefits, listed below.

Position Summary: The therapist is responsible for providing clinical assessment and intensive, specialized mental health treatment to individuals affected by sexual violence. This is a full-time position at 40 hours per week.

Please email your resume and cover letter to jobs@saracville.org. Application review will begin on October 2. Candidates will be contacted in October for interviews. Position will remain open until filled with an estimated start date of December 1, 2026.

We are seeking a diverse pool of applicants; all qualified individuals are encouraged to apply.

About the Sexual Assault Resource Agency

Mission - To eliminate sexual violence and its impacts in our community.

Vision - A community free from sexual violence.

Values - These six values of trauma-informed care guide our work internally and externally as we work toward eliminating sexual violence and its impacts.

Safety | *We believe everyone deserves to be and to feel safe. We prioritize well-being and create settings where people feel secure.*

Trustworthiness and Transparency | *We build trust through transparency and consistency. We use clear, honest communication and establish a sense of reliability in interactions and processes.*

Peer Support | *We center those with lived experience of trauma and healing (including beneficiaries, staff, volunteers, and allied partners) to inform how we establish safety, practice trustworthiness, enhance collaborations, and promote growth and resilience.*

Collaboration and Mutuality | *We promote partnership and leveling power differences among staff, board, volunteers, and participants. We use shared decision-making and collaborative approaches to center the voices of those most affected by change.*

Empowerment, Voice, and Choice | *We foster an environment where individuals feel empowered and their voices are heard. We respect individuals' autonomy, offer choices, and encourage self-advocacy. We prioritize the care of people ahead of any outcomes we hope to achieve.*

Intersectionality of Violence and Healing | *We recognize and honor cultural, historical, and gender contexts that affect individuals' experiences, responses to trauma, and healing journeys. We commit to cultural humility and welcome diverse backgrounds and identities.*

Essential Functions:

Clinical Services

- Conduct clinical assessments of individuals referred for mental health services.
- Develop treatment plans based on assessment of clinical needs including setting treatment goals and outline of services to be provided.
- Provide supportive services to sexual assault victims including individual and group therapy.

- Evaluate your own performance, capabilities, limitations, and biases with reasonable self-reflection.

Training and Advocacy

- Establish and nurture relationships with allied professionals and community organizations, serving individuals who have experienced sexual violence.
- Provide occasional education and training to allied professionals on the impact of sexual violence, effective response, and available community resources.

Other Duties/Responsibilities:

- Document activities in VAdat and Therapy Notes.
- Pursue professional development opportunities as needed.
- Participate in staff meetings.
- Collaborate with staff on collective projects.
- Complete other duties as assigned by the Clinical Director or Executive Director.

Qualifications:

- Clinician licensed in Virginia with a master's degree (MA or MS) in counseling, social work, or psychology related field.
- Knowledge of and/or sensitivity to issues of sexual violence.
- Knowledge of theory and practice in the area of child and adolescent development and age-appropriate intervention strategies.
- Knowledge of and/or willingness to obtain training in working with survivors.
- Ability to organize time effectively and to meet assigned work demands.
- Strong leadership skills and desire to take initiative.
- Ability to work independently.
- Spanish speaking a plus.
- Employees must have access to a vehicle, possess a valid driver's license, and proof of insurance. Employee must submit to a criminal and child abuse background check at least every three years and must demonstrate proof of legal ability to work in the United States. Occasional in-state and out-of-state travel may be required.

Benefits:

The Sexual Assault Resource Agency offers health, dental, and vision benefits paid by the agency, paid annual leave, holidays, and wellness/sick leave. New employees are eligible for annual health and ancillary benefits at the onset of employment and will be enrolled within 30 days of their start date.

Annual Leave

Full-time employees are eligible for paid vacation which accrues at 8 hours a month for vacation; this equals 12 annual vacation days. Annual Leave is accrued as follows for full-time employees, beginning on the first day of employment. Each employee begins with 24 hours of advanced annual leave to use within the first 90 days of employment.

1 year: 12 days (8 hours/month)

2—4 years: 18 days (12 hours/month)

5+ years: 21 days (14 hours/month)

Holidays

The SARA Office is closed for 12 federal and state holidays. All employees receive paid time off for those 14 days including New Year's Day, Martin Luther King Jr.'s Birthday, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving (2 days), Winter Holiday (last week of December).

Sick Leave

Sick leave is accrued at a rate of 18 days per year. Each employee begins with 24 hours of sick leave advanced for the first 90 days of employment. Sick leave accrues at 6 hours per pay period following the first 90 days of employment.

Addition Leave Benefits

Medical and Family Leave benefits may be requested. Details are outlined in personnel policies.

Retirement

All full-time employees are eligible to enroll in the SARA-sponsored retirement plan upon completing one year of full-time employment. The agency contributes a 2% match of employee's salary toward retirement plans. Employees may choose to contribute to their plan as well. Employees will be provided with enrollment information 30 days prior to eligibility and must complete and submit the enrollment paperwork prior to the start of this benefit.

Disclaimer - This job description should not be construed to imply that these requirements are the exclusive standards of the position. Incumbents may be required to perform other duties as assigned.