Refugee Women’s Alliance (ReWA) is a nationally recognized multiethnic nonprofit organization that provides award-winning services to refugee and immigrant women and their families in King and Snohomish Counties.

**Job Description**

**POSITION TITLE:** Behavioral Health Counselor – Somali Speaking  
**DEPARTMENT:** Behavioral Health  
**REPORTS TO:** Behavioral Health Program Director  
**FLSA STATUS:** Non-Exempt Regular Full-Time (37.5 Hrs./Week)  

**SUMMARY:**

Upon employment, the bilingual/bicultural mental health counselor is responsible for ensuring that clients receive culturally appropriate behavioral health services including comprehensive mental health services, crisis intervention, and coordination of services with referral to appropriate case management services, in compliance with the Washington State DOH which is the licensing body for Agency Associate counselors and licensed Mental Health Professionals.

The behavioral health counselor is expected to provide cross-cultural consultation, community outreach to the community, training and education on the provision of behavioral health to refugees and immigrants to the community and other agency departments on mental health topics as assigned.

The counselor will align their practice of counseling with best standards of mental health practice using best practices and standards of care set by the American Psychological Association/American Psychiatric Association and meet the ethical standards of the NASW, the American Association of Counselors, and/or the American Association of Marriage and Family Therapists in delivery of that care.

Counseling services will be primarily in the office or telehealth and face to face scheduled on a best practices model which begins with weekly one hours sessions to establish a therapeutic relationship and to gather all assessment information requested by the Licensed Clinical Level Supervisors for creation of an appropriate Initial Service Plan.
RESPONSIBILITIES:

Client Services:

The counselor will:

(* Unless not independently licensed, which requires the guidance and supervision of a DOH Licensed Mental Health Professional (LICSW, LPC or LMFT or a DOH Certified Mental Health professional (MHP))

- Conduct intake assessment in a culturally appropriate manner.
- Complete diagnostic justifications and intake assessments independently as needed to meet agency timelines and be signed off by the supervisor.
- Develop an effective treatment plan congruent with clients’ cultural beliefs and values.
- Assist with writing Diagnostic justifications as needed.
- Provide comprehensive case management referral to appropriate case management services to assure that all the client’s integrated behavioral health services are met.
- Conduct individual, family counseling, and crisis intervention based upon presenting issues and in accordance with a well thought out and written treatment plan.
- Schedule a face to face case load equal to 70% of employee work hours (FT=26 hours face to face service)
- Advocate for clients in accessing needed resources and support services.
- Conduct home visits as needed on a case by case basis only with approval of the Director.
- Have knowledge of and adherence to all HIPAA requirements.
- Integrate ReWA's mission, vision, and values in the work provided to clients.

Community Services and Contacts:

- Conduct outreach to the community and provide consultation and education on provision of behavioral health to refugees and immigrants as directed by the Director.
- Build strong partnerships with other social service, behavioral health and healthcare providers through consistent, appropriate clinical contact.
- Present and Integrate ReWA’s mission, vision, and values in the work provided to the community.

Administrative:

- Develop and maintain progress notes, treatment plans, and other clinical forms and documentations in accordance with federal, state and county requirements.
- Ensure complete and up to date client files and reports.
- Meet all deadlines and reporting requirements.
- Attend meetings as requested, including clinical case consultation and supervision.
- Perform other duties as assigned by the clinical supervisor and the clinical director.

Training and Professional Development:

- All Counselors will complete all assigned Relias Trainings by the due date.
- All Counselors will participate in all in house and external trainings assigned by the Clinic supervisor and/or the Director.
- Unless they have completed a master program at an accredited school of social work, counseling or marriage and family therapy Within 90 days of hire the employee will provide complete a

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course assigned by the Clinic Supervisor or the Director on ethics presented by the NASW, the American Association of Counselors, and/or the American Association of Marriage and Family Therapists and turn in a certificate of completion to the immediate supervisor.

MINIMUM QUALIFICATIONS:

- Bachelor’s degree in counseling, psychology or social work
- Two years counseling experience preferred
- Knowledge and experience in using the DSM V/ICD-10
- Fluency in English and Somali
- Knowledge of community resources and ability to provide appropriate referrals
- Commitment to meeting deadlines and reporting requirements
- Demonstrated organizational skills
- Proven ability to work in a multiethnic environment; sensitivity to and respect for diverse cultures
- Excellent written and oral communication skills

PREFERRED QUALIFICATIONS:

- Licensure as a social worker, mental health counselor, or Marriage and Family Therapist
- Fluency in Somali and English
- Appropriate licensure, such as social work intern, Professional counselor intern or Marriage and Family Intern strongly preferred
- Master’s Degree in Counseling, Psychology, or Social Work Strongly preferred

BENEFITS: Medical, Dental, Vision, LTD, Life insurance, vacation, sick leave, paid holidays, 403(b) plan.

CLOSING DATE: Open until filled

FOR CONSIDERATION:


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