



RESILIENCE

EMPOWERING
SURVIVORS
ENDING SEXUAL
VIOLENCE

Position Title: Director of Trauma Therapy

Reports to: Chief Operating Officer (COO)

Pay Range: \$80,000 – \$85,000, commensurate with experience

Benefits: HMO, Dental, Vision, and Life Insurance fully covered. Generous holiday schedule and paid time off.

Location: Hybrid, with a minimum of one day per week onsite

ORGANIZATIONAL BACKGROUND

The mission of Resilience is to end rape culture and empower sexual assault survivors through advocacy, education, and healing. Throughout Chicago, we provide nonjudgmental crisis intervention counseling, individual and group trauma therapy, medical and legal advocacy, and public education and institutional advocacy to improve the treatment of survivors and to effect positive change in policies and public attitudes toward sexual assault. Established in 1974, Resilience serves over 2,000 survivors of sexual violence and their loved ones annually.

GENERAL ROLE DESCRIPTION

The Director of Trauma Therapy oversees the development, implementation, and evaluation of Resilience's trauma therapy services. The Director ensures that survivors and their families have access to a diverse range of therapeutic modalities, delivered both in-person and virtually, including one-time crisis support, individual therapy, group therapy, and survivor-focused wellness workshops. The Director is responsible for managing the overall quality of the program and its day-to-day operations, as well as the strategic development of agency-wide trauma therapy services to adapt to the needs of survivors. The Director of Trauma Therapy is a key member of the Leadership Team and reports to the Chief Operating Officer (COO).

RESPONSIBILITIES

- Oversee all aspects of trauma therapy services, ensuring that services are provided in a professional, sensitive, and effective manner.
- Provide clinical supervision and support to trauma therapists, ensuring adherence to best practices and ethical standards; foster a collaborative work environment; and conduct regular performance evaluations to promote professional growth and monitor fulfillment of individual responsibilities.
- Collaborate with the Clinical Intern Supervisor to ensure the intern program maintains a regular onsite presence of at least two days per week, providing supervisory support to interns while onsite.
- Conduct weekly monitoring of the individual trauma therapy waitlist, one-time session requests, client profiles, and staff and intern schedules to assign clients, minimize access barriers, ensure minimum caseload expectations are met, and optimize survivor services and therapeutic modalities.
- Ensure an annual calendar of support groups and survivor workshops is created; oversee promotion of these events and services to clients and survivors on the waitlist.
- Conduct one survivor healing workshop per quarter; offer support groups as capacity allows.
- Work with the COO to develop, implement, and evaluate trauma therapy programs to meet the needs of survivors and improve therapy outcomes and access.
- Coordinate with program directors and the COO to ensure effective collaboration between programs and community-based agencies, developing and implementing a network of supportive services for survivors.

- Lead monthly team meetings on service provision, case conceptualization, and program effectiveness, fostering collaboration between staff and interns on therapeutic approaches at all Resilience locations.
- Provide regular support and supervision to the Clinical Intern Supervisor regarding service provision, case consultation, program effectiveness, and agency-wide matters impacting interns.
- Provide in-person or telephonic support, crisis intervention, safety planning, and information and referrals to survivors of sexual assault and their loved ones, as needed.
- Co-chair the internal Sexual Assault Awareness Month (SAAM) committee, ensuring successful programming and adherence to budget.
- Chair the internal Survivor Engagement Committee to ensure survivor voices are authentically integrated into agency activism, while proactively reducing barriers to information on sexual assault within survivor communities.
- Maintain a working knowledge of, and support compliance with, relevant laws, funding guidelines, ethical standards, and developments in the field of sexual assault or trauma therapy to enhance program effectiveness and use of a variety of different evidence-based modalities.
- Collaborate with the Advocacy Volunteer Supervisor to deliver professional and volunteer trainings, including those offered through the Resilience Training Institute.
- Monitor and analyze monthly and quarterly service hours and reports in the EmpowerDB system to track progress toward goals and ensure timely, accurate data entry by advocacy services staff.
- Engage with the community and partners to raise awareness of trauma therapy services and build and strengthen collaborations.

Perform other duties as assigned to further the reputation and financial stability of Resilience.

POSITION REQUIREMENTS

- Master's degree required; doctorate preferred. Social Work degree preferred; degrees in Psychology or related fields accepted.
- Clinical licensure required with a minimum of five to seven years of experience as a clinician, including at least five years supervising trauma therapists.
- Proven expertise in clinical supervision and program management, as well as a commitment to mentoring and educating other clinicians.
- Subject matter expertise in gender-based violence.
- Strong understanding of trauma-informed care and evidence-based practices.
- Strong public speaking skills tailored to a variety of audiences.
- Highly organized, independent, and results-focused, with exceptional record-keeping.
- Ability to protect individual and organizational confidentiality.
-

ORGANIZATIONAL REQUIREMENTS

- Exceptional executive functioning skills and emotional intelligence
- Adaptability, conscientiousness, and reliability
- Excellent verbal and written communication skills
- Ability to give and receive honest, constructive feedback
- Ability to take initiative and work independently, as well as in a team environment that includes cross-department coordination
- Attend staff meetings and trainings, in person and hybrid, as scheduled or requested
- Flexibility to work occasional evening and weekend hours
- Completion of 40-hour sexual assault training within 90 days of hire
- Passion for Resilience's mission required; understanding of and/or experience working with sexual assault, women's issues, and human rights issues preferred.

HYBRID WORK ENVIRONMENT

To help promote work-life balance, Resilience provides a hybrid workplace that allows employees to work remotely or from the office based on the needs of the organization and their personal preferences.

BACKGROUND CHECK REQUIREMENTS

Due to the nature of our funding, all staff, interns, and volunteers are required to clear a criminal background check, free of convictions related to 1) any sex offense, and 2) any offense in which the victim is, by statute, a youth, including but not limited to, child abuse and child endangerment.

Additional background checks vary by position and are required for work with Chicago Public Schools, Cook County Health and Hospitals System, and for work with survivors who are incarcerated. Those who do not pass these requirements are not eligible for employment.

ENVIRONMENTAL/ PHYSICAL

- If you are offered employment with Resilience, please take one of the following steps to meet the necessary requirements.
 - Prior to or on your first date of employment, you will be required to provide proof of your COVID-19 vaccination to Human Resources Department.
 - You will receive direction on how and when to provide proof of your COVID-19 vaccination. Acceptable proof of vaccination includes:
 - CDC COVID-19 vaccination record card
 - Documentation of vaccination from a health care provider or electronic record
 - A copy of medical records documenting the vaccination
 - A copy of immunization records from a public health service
- Exposure to vicarious trauma
- Potential exposure to environmental and/or psychological hazards on or offsite at select partner locations.
- Physical requirements may include (extended or periodic) walking, bending, reaching, sitting, and lifting.

Resilience proudly serves a community that is approximately two-thirds Black, Indigenous, and people of color (BIPOC) and fifteen percent LGBTQ+, and candidates who identify as persons of color and/or LGBTQ+ are strongly encouraged to apply. Resilience is an equal opportunity employer and does not discriminate on the basis of race, age, sex, gender identity, gender expression, national origin, sexual orientation, or disability in its procedures and policies.

To apply:

1. Send cover letter and resume to jobs@ourresilience.org
2. Include "Director of Trauma Therapy" and your last name in the subject line
3. Provide answers to the following questions:
 - a) Have you completed a 40-hour crisis intervention training for survivors of sexual assault? If so, when and with what organization?
 - b) Explain why you are interested in the Director of Trauma Therapy position and how your background aligns with the organization's mission and values.
 - c) Describe your experience of supervising trauma therapists and managing counseling programs. Highlight specific achievements that demonstrate your clinical leadership and ability to foster professional growth.
 - d) Provide examples of your work with trauma survivors, including your expertise in gender-based violence and use of evidence-based, trauma-informed approaches.
 - e) Describe how you have mentored or provided clinical education to other clinicians. Explain how you cultivate collaboration and professional development within your team.

Resumes without a cover letter with responses to these questions will not be considered. Thank you.