



## Employee Support Consultant JOB DESCRIPTION

**Reports to:** Director of HR & Culture

**Status/Schedule:** Monday – Friday: Flexibility on schedule, willingness to be on-site

**Summary/Description:** For 18 years, [Red Hook Initiative](#) (RHI) has nurtured young people in Red Hook, Brooklyn, to be inspired, resilient and healthy, and to envision themselves as co-creators of their lives, community and society. Our work is focused on youth development, community building, and community hiring. Dozens of participants in RHI programs have returned to RHI as staff and have jump-started careers in youth development from there. A key component of our approach to youth development and community building lies in the integration of socio-emotional support. Social work values and holistic practices are essential to our service delivery model and in turn essential for protecting our workforce. We are seeking a dynamic, community-minded professional to help support our staff with the stress of front-line service work, and help strengthen their ability to navigate their own personal and professional challenges so that they can better support our participants and community

### Responsibilities:

#### Counseling

- Provide individual counseling and follow-up services to staff, including health, marital, family, alcohol, drug, legal, emotional, stress, or other personal issues that may affect job performance.
  - Provide 10 sessions per year for all staff members that seek support (FT/PT)
  - Provide additional sessions at a predetermined sliding scale rate.
- Provide resources for telehealth and in person resources
- Perform statistical, narrative and record keeping duties as licensure requires and that is agreed upon with RHI
- Provide on-call crisis support for staff, including individual and group processing space when there is a neighborhood incident impacting the collective.

#### Case Management

- Provide resources, referrals, advocacy and care coordination on a range of issues impacting staff, including housing, childcare, public benefits, educational and vocational services.

**Skills, Knowledge and Abilities:** The desired disposition of the incoming clinician include:

- Commitment to racial equity in values and a strong passion to practice in these values.
- Familiarity with culturally responsive practice, and the ability to engage staff with an anti-oppressive clinical perspective.
- Awareness of the impact of structural/social inequalities on wellbeing, socio-emotional development and the mental health industry.
- Familiarity with community-based front-line direct service work and the emotional toll that takes on staff, identifying burnout and working to reduce it.
- Flexible approach to molding care plan based on individual needs. As this is a new position, possess a willingness to help shape the direction of this resource.

**Minimum Experience and Qualifications:**

- LCSW, LCAT, LMHC or LMFT with LLC.
- Strong communication skills, both verbal and written.
- Bilingual (English/Spanish/Chinese) is a plus
- Familiarity with city, state and federal benefits and resources and network of local providers for referrals and external supports

**Rate:** This is a part-time position with an hourly wage of \$100 per hour

**To Apply:** Please email a cover letter, resume and salary requirements to [apply@rhicenter.org](mailto:apply@rhicenter.org) with 'Consultant: Employee Support' in the subject line.