TransPonder
SUPPORT | RESOURCES | EDUCATION

541.321.0872
1056 GREEN ACRES RD #102-254
EUGENE, OR 97408
INFO@TRANSPONDEROREGON.ORG

Job Description

Behavioral Health Therapist

Position Type: Full-Time, Non-Exempt
Reports to: Behavioral Health Program Manager
Location: 1590 Willamette St., Eugene, OR 97401
Wage: $31-36/hour DOE
Benefits: Medical/Dental/Vision, professional development and wellness reimbursement program, holiday pay, sick leave, free clinical supervision for a marriage and family therapist associate or professional counselor associate, and travel expenses.

Application Deadline: Ongoing until filled.

TO APPLY

Please submit your resume, three references, and cover letter to apply@transponderoregon.org. Applications will be reviewed on a rolling basis until the position is filled. We will not review incomplete applications.

About TransPonder

TransPonder is a transgender-founded and led nonprofit organization based in Eugene, Oregon, and the largest transgender-led organization in the state. Serving approximately 1,100 transgender and gender-diverse Oregonians each year, TransPonder provides wellness supports, resource navigation, peer services, food access, gender-affirming resources, youth programming, education, advocacy, and community-based events.

Our mission is to foster healthy communities by creating access, connection, and care for transgender, nonbinary, gender-diverse, intersex, and questioning people. In a world not designed with our communities in mind, TransPonder builds spaces where our people are supported, resourced, affirmed, and able to thrive.

Equivalency Statement

We encourage people of color, immigrants, gender non-conforming individuals, and people with disabilities to apply. Studies have shown that women and people of color are less likely to apply for jobs if they don't meet every one of the qualifications listed. We care most about finding the best candidate for the job, and that candidate may come from a less traditional background. We

encourage you to apply if you meet key qualifications for the job and believe you would be the best fit. Please use your cover letter to share how you will accomplish parts of the job for which you have less experience.

Position Summary

The Behavioral Health Therapist works closely with the Behavioral Health Program Manager to provide high-quality, low-barrier behavioral health services. As a qualified mental health professional (or associate or licensed clinician), this position is primarily responsible for providing screening and assessments, making referrals, coordinating care, and providing therapy for participants in our programs.

Key Responsibilities

Clinical Services

- Provide outpatient mental health therapy to a full caseload, consisting of approximately 20 billable appointments per week.
- Provide individual, family, and group behavioral health therapy using appropriate, evidence-informed clinical practices.
- Conduct assessments, develop treatment plans, and provide ongoing clinical interventions consistent with client needs and scope of practice.
- Support clients in identifying goals, building skills, and accessing resources that promote mental health and overall well-being.
- Respond appropriately to client safety concerns and follow established protocols for risk assessment, crisis response, and mandated reporting.
- Provide letters of support to help participants access gender-affirming medical care.

Care Coordination & Documentation

- Maintain timely, accurate, and clinically appropriate documentation in compliance with HIPAA, applicable laws and regulations, and TransPonder policies and standards.
- Utilize electronic health record and other data systems appropriately to document services and support continuity of care.
- Coordinate care with other providers and make appropriate referrals to community, healthcare, and social service resources.

Community Engagement & Collaboration

- Facilitate assigned TransPonder groups, workshops, or other program activities weekly or monthly, as applicable.
- Participate in supervision, team meetings, case consultation, and other activities that support collaborative client care.

- Develop and present educational or marketing materials and participate in outreach activities that support TransPonder's mission and programs.

Professional Responsibilities

- Maintain professional boundaries, confidentiality, and ethical standards in all interactions with clients, colleagues, and community partners.
- Participate in required training, supervision, consultation, and professional development activities.
- Comply with applicable professional standards, laws, administrative rules, and organizational policies and procedures.
- Perform other duties as assigned by the supervisor.

Physical Demands

While performing the duties of this job, the following are required of the employee:

- Repetitive use of hands, such as grasping, twisting/turning of wrists, and finger dexterity, is necessary to perform various clerical duties, such as typing and writing.
- Frequent use of arms, such as pushing and pulling open drawers.
- Ability to sit or stand for extended periods at an assigned station.
- Ability to bend, stand, and reach, and lift and carry up to 25 pounds.
- Continuous clear vision at 20 inches or less for processing paperwork.

An employee must meet the physical demands described above to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the job.

Working Conditions, Travel, & Environment

The duties of this job require individuals to work in non-traditional and community-based settings.

The duties of this job require regular attendance:

- Ability to work flexible hours, including early mornings, evenings, and weekends.
- Ability to work in a variety of community settings, including crowded and noisy ones.
- Ability to work at least 5 days per week for 40 hours.

Travel to other locations as necessary to complete essential job functions:

- Ability to transport oneself to job-related events and locations.

Qualifications

We seek a candidate who can communicate effectively, verbally and in writing, with participants, staff, and community partners who have varying beliefs, behaviors, orientations, identities, and cultural backgrounds. The candidate would have the ability to stay calm, kind, and non-judgmental with various vulnerable participants; have excellent problem-solving and organizational skills; experience with file maintenance and data entry; good follow-through and

task management skills; ability to maintain professionalism, which holds a safe, respectful, and productive environment for participants, volunteers, and staff; ability to work in a busy and dynamic environment; and ability to work with participants who may be experiencing emotional distress in a variety of settings. They must also want to work with diverse populations.

Required Qualifications

- Qualified mental health professional (QMHP), registered associate (clinical social work associate, marriage and family therapist associate, or professional counselor associate), or licensed professional (LCSW, LMFT, or LPC).
- Master's in a behavioral health field (see MHACBO: https://www.mhacbo.org/en/mentalhealth/qmhp-r/)
- Experience implementing evidence-based psychotherapeutic and psychoeducational treatment interventions to groups and individuals.
- Experience working with marginalized populations, and commitment to diversity and inclusiveness in all aspects of job performance.
- Ability to maintain a high level of confidentiality, a professional demeanor, and represent the organization positively at all times.
- Behavioral health clinicians shall meet the requirements as detailed in OAR 309-019-0125.

Preferred Qualifications

- Two (2) years of clinical experience providing mental health services
- Two (2) years of experience working with members of the LGBTQIA+ community.
- Experience writing letters of support for gender-affirming medical care.
- Working knowledge of WPATH and Endocrine Society guidelines for gender-diverse individuals.
- Lived and/or professional experience supporting and working alongside transgender, Two-Spirit, BIPOC, and/or non-binary individuals.
- Experience using electronic health records software.
- Experience providing mental health services via telehealth.
- Experience providing trauma-informed care.
- Driver’s license in good standing.

TransPonder’s Ideal Candidate

- Motivated and self-managing.
- Shows commitment to empowering the LGBTQ2SIA+ and other underrepresented communities.
- Understands different cultures and can build trusting relationships with people from diverse ethnic, educational, and cultural backgrounds.
- Bilingual and/or multicultural.