



bawar
serving survivors of sexual violence since 1971

Crisis Counseling Intern Job Description

470 27th Street, Oakland, CA 94612
(510) 430-1298 | www.bawar.org

Job Summary: Performs individual and group counseling, crisis intervention, consultation, and outreach. Serves as a first-responder on county-wide Sexual Assault Response Team. Work is supervised by professional staff, and individual clinical work is supervised by a licensed clinician.

Essential Duties and Responsibilities:

- Provides individual counseling on scheduled basis or through immediate crisis intervention.
- Participates on Triage Team and conducts brief assessments with survivors who call or walk in.
- Conducts intake interviews with survivors who request counseling services and completes the required clinical documentation via agency record-keeping system.
- Maintains up-to-date clinical documentation via agency database.
- Consults with professional staff and supervisors as needed.
- Acts as an agency resource on mental health and represents Counseling and Psychological Services in the crisis prevention/intervention community.
- Participates in supervision on a weekly basis and in a prompt manner.
- Represents the agency at public relations events as requested.
- Interacts with staff and survivors in a professional and ethical manner.
- Commits to a full-time internship.
- Provides community education workshops and lectures to community partners.
- Utilizes psychodiagnostic assessment procedures and psychometric methods to facilitate psychotherapy as needed.

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- Performs additional crisis intervention duties and as needed.

Knowledge, Skills and Abilities:

- Ability to plan, implement, evaluate and report activities conducted.
- Communicate effectively in writing and to prepare written and electronic documents.
- Strong communication skills in-person, by telephone, and via email.
- Ability to travel to meetings, other agencies, community sites.
- Establish rapport with others as a requisite for healthy and therapeutic relationships.
- Present oneself in a personable and professional manner to clients and staff.
- Receive and utilize constructive feedback regarding performance, presentation and relationships with others.
- Effectively evaluate personal needs, client needs and the aims and policies of the agency and to respond and negotiate these competing needs as appropriate.
- Ability to remain calm and supportive during emergencies or crises when provided with appropriate supervision and direction.
- Engage positively with individuals of diverse cultural, educational, and socio-economic backgrounds.
- Enhanced level of self-awareness as to how he or she relates to others and an ability to effectively modulate this personal style as conditions warrant.

Education and Requirements:

- Masters degree in psychology, social work, or related behavioral science.
- One year of mental health experience working with clients in trauma, including clinical experience on a multidisciplinary team.
- Knowledge of individual, group, family and cognitive therapy techniques.
- Experience and knowledge of developing sound therapeutic relationships with clients that facilitate their progress toward stated goals;
- Fluency in English required; fluency in Spanish highly desired.

BAWAR Non-Discrimination Policy

It is the policy of the agency not to engage in discrimination against or harassment of any person employed or seeking employment with Bay Area Women Against Rape (BAWAR) on the basis of race, color, national origin, religion, sex, gender, gender expression, gender identity, pregnancy, physical or mental disability, medical condition (cancer-related

or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services. This policy applies to all employment practices, including recruitment, selection, promotion, transfer, merit increase, salary, training and development, demotion, and separation. This policy is intended to be consistent with the provisions of applicable state and federal laws and agency policies. BAWAR also prohibits sexual harassment. This non-discrimination policy covers admission, access, and treatment in agency programs and activities.