



INSTITUTE FOR NONVIOLENCE CHICAGO

POSITION TITLE: Behavioral Health Specialist

REPORTS TO: Associate Director of Behavioral Health and Wellness

The Institute for Nonviolence Chicago's mission is to end the cycle of violence using Dr. Martin Luther King, Jr.'s principles and teachings of nonviolence. Informed by a philosophy of nonviolence, Nonviolence Chicago will establish caring and sustained relationships with participants engaged in the cycle of violence. We will emphasize partnerships with community members, leaders, social service providers, and local law enforcement to reduce community levels of violence. We will help create a safer, healthier environment for young adults, youth, and their families. These general approaches will be specifically addressed using for major methods: Community Violence Intervention (CVI) / Street Outreach, Individualized Service Provision, Victim Support Services, and Nonviolence Training.

POSITION OVERVIEW: The Institute for Nonviolence Chicago is currently seeking a Behavioral Health Specialist to join the Behavioral Health and Wellness team. This position will be responsible for providing direct behavioral health services to a caseload of participants. This position may also be responsible for co-facilitating Cognitive Behavioral Intervention (CBI) groups with frontline staff in participant programming, as well as ongoing coaching of frontline staff in the delivery of CBI to participants. Additionally, this position will assist with the development and implementation of INVC's staff wellness initiative. Our ultimate goal is to infuse evidence based behavioral health supports into all areas of programming for both participants and staff.

ESSENTIAL FUNCTIONS/RESPONSIBILITIES:

Behavioral Health for Participants (75%)

- Complete behavioral health intakes and clinical assessments as needed, maintain progress notes and other relevant program data and record keeping as necessary in a timely manner
- Maintain small caseload of individual participants who meet target criteria and conduct individual therapy
- Facilitate referrals and warm handoffs for participants in need of external behavioral health services as needed
- Assist with facilitation of process and skill building groups with participants, survivor support groups and other groups as assigned
- Provide presentations and trainings to staff and community partners as needed
- Assist with the development and integration of trauma-informed policies, practices, and services for INVC participants
- Conduct outreach to community providers, families, and significant others to gather additional information for behavioral health and wellness service planning
- Provide services in a culturally humble and responsive manner
- Additional duties as required by Associate Director of Behavioral Health and Wellness



Cognitive Behavioral Intervention (CBI) Cofacilitation (15%)

- Under the direction of Associate Director of Behavioral Health and Wellness, assist with delivery of CBI for Nonviolence groups with participants in FLIP, HOPE, and/or Workforce Development programming
- Lead CBI groups for participants in a trauma-informed manner with co-facilitation support from frontline staff; model appropriate group facilitation skills
- Assist in training frontline staff in CBI for Nonviolence both for their own personal use and for delivery with program participants, preparing them to facilitate individual and group CBI sessions independently
- Assist with development of standardized means of assessing staff and participant comprehension, retention, and utilization of CBI skills; train non-clinical staff in assessment methods
- Work with program staff to tailor CBI curriculum to best fit population served and align with other program content

Employee Behavioral Health and Wellness (10%)

- Participate in interdisciplinary wellness team responsible for development and implementation of staff wellness programming
- Collaborate with N3, UIC, and other research partners in evaluation of staff wellness programming as needed
- Be available to provide emotional support to INVC staff related to shooting responses and other on-the-job trauma exposure as needed
- Assist with the development and integration of trauma-informed policies and practices to enhance program effectiveness
- Complete relevant program data and record keeping as necessary in a timely manner
- Assist with facilitating process groups, presentations, and trainings to staff and community partners, including CBI
- Provide services in a culturally humble and responsive manner
- Additional duties as required by Associate Director of Behavioral Health and Wellness

QUALIFICATIONS:

- Master's degree in psychology, social work, or related behavioral health field required; LSW, LCSW, LCPC, or LMFT preferred (unlicensed clinicians working towards licensure will be considered)
- Working knowledge of cognitive behavioral theory and skills interventions
- Working knowledge of principles of trauma recovery and trauma-informed care; at least 2 years experience providing trauma-informed direct behavioral health services
- 1 year experience facilitating therapeutic groups



- Strong communication and interpersonal skills
- Experience providing evidence-based trauma-focused behavioral health services preferred
- At least 2 years of experience providing community-based services to youth and adults, preferably from communities with high rates of violence and criminal justice-involvement
- Experience and comfort working in a community-based setting
- At least 1 year of experience working on a multidisciplinary team
- Knowledge of the criminal justice system, court processes, restorative justice practices and alternatives to incarceration

SALARY/BENEFITS:

Competitive/commensurate with experience and other qualifications. Competitive benefits package available, including Health, Life, and 401K. Employment with INVC requires proof of vaccination or an approved medical exemption.

To apply, please send a cover letter along with your resume to [hiring@nonviolencechicago.org](mailto: hiring@nonviolencechicago.org).

Institute for Nonviolence Chicago -- EEO Statement

Institute for Nonviolence Chicago provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, or genetics. In addition to federal law requirements, Institute for Nonviolence Chicago complies with applicable state and local laws governing nondiscrimination in employment in every location in which the organization has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.