



JOB DESCRIPTION

Job Title:	Mental Health Therapist
Department:	Shelter and Transitional Housing
Primary Location:	Minneapolis and Brooklyn Avenues
Reports To:	Director of Programs and Clinical Therapist/Intern Supervisor
Employment Status:	Part Time Hourly Non-Exempt
Core Schedule:	20 hours – 10-15 hours per week at the North Minneapolis location and/or 5-10 hours per week at the Brooklyn Park location. Hours will be a combination of daytime, evening and weekend hours to accommodate meeting with youth and families.

ORGANIZATIONAL INFORMATION

At Avenues, we believe homelessness does not define a person. It is just one part of a journey that we are here to help young people navigate. All youth experiencing homelessness have or are experiencing trauma. Therefore, mental health is at the center of all our work. There is no one reason why youth experience homelessness – it's intersectional. Systems of oppression, racism and poverty are some of the root causes of homelessness. Without addressing these systems, homelessness will persist. **Youth are resilient, inspiring, and the drivers of their own journey.** With stability, trust and youth-centered supports, their dreams can become reality.

Avenues empowers youth to find their path out of homelessness. We do that by providing a stable home, building trusting relationships, and navigating the youth's education, career, health and wellness and housing goals. Avenues work is guided by the [9 Evidence-based, Guiding Principles to Help Youth Overcome Homeless](#) and our core values: equity, community, respect and dignity, trust, liberation and anti-oppression.

PROGRAM INFORMATION

Avenues' original and oldest program is now known as Minneapolis Avenues. Located in North Minneapolis, this program provides emergency shelter, transitional housing and intensive supportive services for 21 youth at a time, ages 16 to 21. Annually, the program supports 170 to 190 young people.

In early 2015, we expanded into the northwest suburbs with the opening of Brooklyn Avenues, a 12-bed shelter and transitional housing program for homeless youth ages 16 to 21 from the northwest suburbs of Hennepin County. We anticipate this program will support 80 to 100 young people every year.

PRIMARY DUTIES AND RESPONSIBILITIES

The following duties are normal for this position. These duties are not to be construed as exclusive or all-inclusive.

- Provide mental health services to youth ages 16-21 and families as needed at Avenues' Shelter and Transitional Housing Programs in North Minneapolis and Brooklyn Park
- Collaborate with Avenues staff, schools, and community resources to strengthen and support the healthy emotional development of youth and their families



- Coordinate intake and referrals with Avenues staff
- Attend weekly clinical consultation for Avenues staff
- Attend and participate in organizational meetings and staff training
- Maintain clinical files and data according to organizational policy.

KEY COMPETENCIES:

- Crisis Intervention / Mediation
- Interpersonal communication
- Assessment and treatment planning
- Evidence-based modalities
- Culturally specific interventions
- Restorative justice practices

EXPERIENCE DESIRED:

- Experience and interest in providing mental health services to youth and families
- Experience working with diverse communities
- Experience incorporating trauma-informed care, and a strengths-based and harm-reduction approach when working with youth

MINIMUM QUALIFICATIONS:

- Master's or doctoral degree in Social Work, Counseling Psychology, Marriage and Family Therapy or equivalent human services field
- Current state license is required (LP, LPCC, LMFT, LICSW)
- Pre-licensed applicants are welcome to apply

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. While performing the duties of this job, the employee is regularly required to sit, stand, bend, twist, kneel, and communicate. The employee must regularly lift and/or move up to 40 pounds.

WORK ENVIRONMENT: KEEPING US SAFE

In response to the COVID-19 Pandemic, Avenues for Youth has worked diligently to establish strong health and safety protocols for our community. This position is typically a face-to-face, in-person role. Currently many job duties can be fulfilled by phone or video-assisted technology, but some situations will require in-person meetings. Any interactions that require in-person contact will involve the use of social distancing and personal protective equipment.

OUR COMMITMENT TO DIVERSITY, EQUITY & INCLUSION (DEI)

Avenues for Homeless Youth is an Equal Opportunity/Affirmative Action employer. We embrace diversity, foster inclusion, and do our work through an equitable lens. Persons of color, women, members of the LGBTQ community, veterans, other minorities, and individuals with disabilities are



strongly encouraged to apply.

In compliance with the Americans with Disabilities Act, the organization will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

COMPENSATION

Commensurate with qualifications and experience. Not eligible for benefits, except 403(b) contribution by Avenues

HOW TO APPLY

Send resume and cover letter to jyeats@avenuesforyouth.org. Indicate "Mental Health Therapist" in subject line. Or mail the address listed below, Attn: Janet Yeats. No phone calls please.