



Canopy Center

Job Announcement - Therapist (Unlicensed Role)

We're looking for a therapist to provide individual and family therapy to children and families who are affected by childhood sexual abuse and trauma.

About us:

Canopy Center is a non-profit agency located in Madison, Wisconsin that provides services to children and families in our community impacted by trauma and adversity.

Our staff are a caring and compassionate group of social workers, therapists, advocates, mentors, fund-raisers, interns, and volunteers who not only fuel Canopy's mission, but also continue to help Canopy evolve and expand its reach through heightened awareness of issues, continuing education, innovative problem solving, and relationship-building throughout the community.

Canopy Center's **Oasis** program is a therapeutic program and certified Mental Health Clinic serving children from preschool through high school who have been sexually, physically, and emotionally abused. Our mission is to help heal the trauma of abuse, promote safety and stability within the non-offending family unit, and foster skills to sustain healthy functioning and prevent further abuse. Our therapists utilize a wide range of trauma-sensitive experiential, expressive, sensory, and cognitive therapies, enabling them to adapt treatment to an individual child's strengths, developmental age, and emotional needs. Oasis also provides education, mentoring, and coaching to non-offending parents, caregivers and other family members to help them reinforce healing and protective strategies in the home and their community.

To support Canopy Center's mission, Oasis is committed to the professional growth and sustainability of our therapists. The program provides trauma-informed clinical supervision, mentorship, and opportunities for continuing education. Canopy Center recognizes the unique challenges faced by all its employees and thereby actively supports self-care and a healthy work-life balance. Oasis also contributes to the education and learning of students training to become trauma-informed mental health providers through internship opportunities.

Job Title:

Therapist

Qualifications:

Master's degree from an accredited program in Social Work, Counseling, Marriage and Family Therapy, or equivalent behavioral health degree. (We will support you toward licensure.)

Knowledge and understanding of trauma treatment models, trauma response and recovery, and trauma-informed interventions

Skills or familiarity with one or more of the following: Trauma Focused Cognitive Behavior Therapy, Internal Family Systems, Dialectical Behavior Therapy, or other evidence-based practice of trauma treatment

Use of or certification in one or more of the following therapeutic modalities: play, art,

sand tray, music, writing, recreation, or other creative/expressive modality

Familiarity with or willing to learn about therapeutic crisis intervention, suicide assessment, and suicide prevention

Energy, enthusiasm, and desire to work with children, non-offending parents, and adult survivors in a community-minded, non-profit agency

Strong organizational skills, excellent verbal and written communication skills

Bilingual (English-Spanish) applicants encouraged

Some things you might do on a typical day:

- * Meet with a child for play therapy
- * Collaborate with a client's social worker to discuss progress
- * Conduct research or gather ideas for future sessions
- * Confer with the Clinical Director or other Oasis therapists regarding a challenging clinical concern

To succeed you should be:

Team-oriented, compassionate, and community-minded

Position Details

Official Duties:

- Provide client-centered support, counseling, or therapy to children, adolescents, parents/caregivers, families, and groups
- Plan, prepare, and provide trauma-informed, strength-based, and culturally-aware clinical sessions to support treatment goals and objectives
- Complete intakes, clinical assessments, and diagnostic formulations using current version of DSM and approved assessment tools. Complete all other clinical documentation according to Oasis Policy and Procedures Manual
- Participate in weekly Oasis team meetings, individual supervision, and in periodic in-service training and Canopy Center staff meetings
- Provide case coordination/management with external systems and agencies, and make informed referrals as needed to support client progress toward goals
- Develop and maintain continuing education in methods of counseling and advocacy that are most effective for marginalized survivors based on their race, ethnicity, gender, gender identification, religion, age, ability, or other
- Collaborate with legal system, human services, outside therapists and other providers as a member of a coordinated treatment team, as appropriate
- Accompany clients to legal proceedings for emotional support and assist clients with victim statements, as needed
- Network, collaborate and advocate within community: make community education presentations and participate in community committees when appropriate
- Maintain a commitment to professional self-evaluation, continuing education, self-care and personal improvement
- Conduct employee self-evaluation process and personal/professional goal setting

- Maintain upkeep and professional appearance of personal/shared workspace
- Other duties as assigned

Other Requirements:

Hours 35 hours per week. Monday through Thursday office hours, Friday remote work hours. Flexible start time to accommodate clinical schedule and agency meetings. Some late afternoon and early evening hours to accommodate client scheduling needs, to be determined.

Physical Ability to lift up to 25 lbs.

Salary and Benefits:

\$50,960-\$60,060 annually based on qualifications. Paid vacation, holiday, and sick time. Health insurance, with single coverage paid 90% by the agency. Long-term disability and life insurance policy premiums paid in full by agency. SIMPLE IRA enrollment available with agency match of 3%. A full Benefits Summary is provided below.

Well-equipped and modern office and therapy spaces, plus access to therapeutic resources and continuing education opportunities.

*Are you a **licensed** therapist? Please see our [job post](#) seeking a licensed therapist.*

To Apply:

Fill out the online Employment Application on the Careers page of the Canopy Center website, <https://canopycenter.org/how-to-help/careers.html>, including a cover letter and resume with submission. Questions regarding the position or your application can be sent to personnel@canopycenter.org.

The position will be posted until filled.

Canopy Center is an Equal Opportunity Employer dedicated to fostering a diverse work environment. We firmly believe that teams thrive when composed of individuals with varied perspectives and experiences. Accordingly, we do not discriminate on the basis of race, ethnicity, sex, gender identity and presentation, sexual orientation, religion, color, national origin, age, marital status, veteran status, or disability status. Every member of the Canopy Center team—whether employee, volunteer, or board member—shares the responsibility of upholding a culture free from discrimination and harassment, and of treating others with kindness and respect.



Canopy Center

Benefits Summary

Health Insurance Agency-sponsored policy available to all regular employees, 20 hours or more, with a premium paid 90% by the Agency for employee-only coverage. Employees wishing to add one qualifying individual will have the Agency cover 70% of the premium. Family premiums are paid 50% by the Agency. All premiums will be deducted pre-tax from payroll. Eligible employees may begin coverage on the first of the month following 30 days from date of hire.

Dental Insurance Available to all regular employees, 20 hours or more. Employees may choose a single or family coverage with the premium paid 100% by the employee. All premiums will be deducted pre-tax from payroll. Eligible employees may begin coverage on the first of the month following 30 days of hire.

Group Life Insurance Available to all regular employees, 20 hours or more, with premiums paid 100% by the Agency. This benefit provides insurance benefits of \$10,000 to your beneficiary if your death occurs while you are in our active employment and prior to your retirement. Eligible employees will be auto-enrolled in coverage on the first day of the month following 3 months of employment.

Long-Term Disability Insurance Available to all regular employees, 20 hours or more, with premiums paid 100% by the Agency. This benefit provides income continuation coverage of 60% of an employee's salary during prolonged disability following a qualifying period of 90 calendar days. Coverage begins the first of the month following 3 months of employment for eligible employees.

Retirement savings Employees may sign up for a SIMPLE IRA during open enrollment if they have earned a minimum of \$5,000 during that year and can expect to earn a minimum of \$5,000 in the following year. The agency matches up to 3% of annual salary if the employee makes personal contributions to the plan.

Additional retirement accounts are available to all regular employees. This benefit allows employees to contribute a portion of their compensation into a personal retirement savings account. All contributions to these plans are made solely by the employee. Accounts are established on an individual basis so that upon termination with the agency, the employee may continue to contribute to the account if they so choose. Investment options, tax benefits, and withdrawal restrictions are dependent on each employee's individual situation.

Flexible Spending Account Available to all regular employees, 20 hours or more, with 100% of administration costs paid by the Agency. This IRS approved tax-savings program allows you to save taxes by paying for certain expenses on a before-tax basis. Employees can put pre-tax dollars into this account to cover the cost of certain out-of-pocket expenses for themselves and their dependents. Eligible employees may begin coverage upon starting employment.

Employee Assistance Program (EAP) Available to all employees and interns and their family members. The EAP funds up to five short-term counseling sessions through an independent agency, and can assist with many personal, family, and/or job-related stressors and challenges. It is 100% funded by the agency and strictly confidential.

Paid Vacation Benefits Available to all regular employees, 20 hours or more. Each qualifying employee earns an equivalent (based on FTE) of:

- 2 weeks in first year of employment (80 hours for a 40-hour employee)
- 3 weeks in second and third year of employment (120 hours for a 40-hour employee)
- 4 weeks in fourth and subsequent years of employment (160 hours for a 40-hour employee)

Paid Sick Time Benefits Available to all regular employees, 20 hours or more. Each qualifying employee earns an equivalent of two weeks of sick time per year. For the initial year, one of the two weeks is awarded upon hire; thereafter, a proportional amount is awarded each month. Sick time is carried over from one year to the next until the amount of sick time accrued equals a maximum of 12 weeks (480 hours for a 40-hour employee).

Paid Holiday Time Available to all regular employees, 20 hours or more. The following holidays are observed: New Year's Day, Martin Luther King, Jr. Birthday, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day, and New Year's Eve Day (1/2 day). Each qualifying employee earns an equivalent of 11.5 days of Holiday time per year (this is based on FTE and includes time for two personal holidays).

Compensatory Time Available to all regular salaried employees. Compensatory (comp) time may be given for hours worked over the number of typically scheduled hours, with prior approval from supervisor, and may be used in lieu of vacation time. Employees can hold up to one week of comp time hours (40 for a 40-hour employee) at any given time.

Paid Leave Time Sharing Available after 12 months of employment to all employees eligible for paid leave time. Employees may donate unused paid leave time to a "bank," which makes additional paid sick time hours available to employees who have exhausted their other forms of leave due to serious health conditions affecting themselves or immediate family members.

Staff Health and Wellness Fund Available to all employees and interns. The Staff Health and Wellness Fund provides for activities that enhance mental, physical, social, and emotional health for staff, thereby resulting in improved individual well-being, productivity, and morale, as well as connection and camaraderie among all staff. Funds are used for activities for all staff and for specific program staff.

Continuing Education Available to all regular employees, 20 hours or more. Workshops/conference attendance, pre-approved by the employee's direct supervisor and the Executive Director, will be paid for by the agency. Travel, lodging, mileage, and work hours will also be covered by the agency.

Pay periods Employees are paid on the 15th and last day of each month.

The above listing is a summary of current benefits available and is intended for summary purposes only. Benefit plans and their provisions are subject to change, addition or deletion without prior notice; continuation of any benefit plan is not implied and remains at the sole discretion of The Canopy Center, Inc. In the event information presented within this document differs from the Plan Document, the formal Plan Document will always govern.