



Job Title	<i>Family Therapist</i>
Department	<i>Center for Financial Inclusion</i>
Reports to	<i>Senior Program Manager</i>
Location	<i>Washington, DC</i>
Position Type	<i>Regular, Full-time</i>
Exemption Status	<i>Exempt</i>
EEO Classification	<i>2000</i>
Date	<i>January 2025</i>

General Summary

The Greater Washington Urban League is offering The Black Fatherhood Blueprint Program in partnership with the United Way of the National Capital Area (United Way NCA). This program will provide guidance and support for fathers and their families. Fathers will be supported in the areas of health, relationships, and economic mobility. The program will help Black Fathers in Washington, DC to improve overall wellness, economic well-being, and reduce child support arrears for hundreds of families in the District of Columbia, now and in future generations. After a four-month ramp-up phase, the program will serve 150 families over a 2-year period.

The fathers will receive ongoing guidance and resources, to support their healing, build their network of support, increase their parenting knowledge, and improve their overall well-being, while also fulfilling their duty to provide financial resources for their child. The program will provide healing circles, financial therapy, workforce development training, parenting education, mental and physical health resources, legal support, housing navigation, emergency financial assistance, peer support groups, individual and family therapy, and more. It will serve as a place for fathers to build stronger familial bonds, regain their financial footing, catch up on child support arrears, and develop their own social and emotional well-being and that of their families.

The Family Therapist will play a critical role in transforming and shaping the lives of Black fathers and their families by providing therapeutic services to individuals, couples, and families, focusing on improving communication, resolving conflicts, and fostering healthier family dynamics. This role involves conducting assessments, creating personalized treatment plans, and delivering evidence-based interventions tailored to the unique needs of each family. The Family Therapist will work closely with the fathers to address issues such as trauma, mental health disorders, substance abuse, and behavioral challenges. Additionally, the therapist will collaborate with multidisciplinary team members to ensure holistic support and progress tracking. Strong therapeutic skills, cultural competence, and the ability to work with diverse family structures are essential for success in this role.

Essential Duties and Responsibilities

According to the ADA 1990, reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

- **Therapeutic Counseling:** Provide individual, couple, and family therapy focused on strengthening father-child relationships, improving communication, and addressing family dynamics within the context of Black fatherhood.
- **Culturally Relevant Interventions:** Tailor therapeutic approaches to reflect the unique cultural, social, and historical experiences of Black fathers and their families.
- **Assessment & Treatment Planning:** Conduct thorough assessments of family systems and individual needs and develop personalized treatment plans to address challenges such as parenting, mental health, trauma, and identity.
- **Parenting Support:** Offer specialized support and strategies for Black fathers to enhance their parenting skills, promote positive father-child bonding, and foster healthy family environments.
- **Conflict Resolution & Communication:** Facilitate conflict resolution and communication-building exercises to address family tensions, intergenerational issues, and other challenges specific to Black families.

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- **Trauma-Informed Care:** Provide trauma-informed therapy to address the effects of systemic racism, historical trauma, and other stressors impacting Black fathers and families.
- **Collaboration with Community Resources:** Connect families with community-based resources, including mental health support, housing, employment, and educational programs that can support their overall well-being.
- **Advocacy & Empowerment:** Advocate for the needs of Black fathers in broader social service systems and help empower fathers to take an active role in their families' emotional and social development.
- **Team Leadership:** Supervise and mentor social worker interns, and support staff (as needed), providing guidance, training, and performance evaluations.
- **Group Facilitation:** Lead or co-facilitate therapeutic groups for Black fathers, providing a safe space for them to share experiences, gain support, and build community.
- **Documentation & Reporting:** Maintain accurate and confidential records of sessions, treatment plans, and progress notes in accordance with agency policies and legal requirements.
- **Cultural Competency Development:** Stay informed about current research and best practices related to Black fatherhood and incorporate cultural competency into all aspects of therapy and service delivery.
- **Crisis Intervention:** Provide crisis intervention and support as needed, ensuring fathers and families receive immediate and appropriate assistance in difficult situations.

Qualifications

- Master's degree in social work (MSW), Marriage and Family Therapy (MFT), or a related mental health field from an accredited institution.
- Valid state licensure (LCSW, LMFT, LPC, or equivalent) in the District of Columbia required; clinical licensure preferred.
- Minimum of 3-5 years of experience in providing family therapy, with a focus on diverse family systems and cultural competency.
- Experience working with Black fathers and families, particularly in addressing challenges related to fatherhood, parenting, trauma, and mental health.
- Knowledge of and experience with the unique issues faced by Black families, including racial identity, systemic racism, and intergenerational trauma.
- Strong understanding of culturally relevant therapeutic practices, with the ability to adapt approaches to meet the needs of Black fathers and families.
- Proficient in a variety of therapeutic modalities, such as Cognitive Behavioral Therapy (CBT), Emotionally Focused Therapy (EFT), and trauma-informed care.
- Exceptional communication skills, including the ability to engage clients in meaningful therapeutic relationships and facilitate open dialogue in a group setting.
- Ability to provide culturally competent therapy, respecting the cultural values, traditions, and lived experiences of Black families.
- Experience in facilitating group therapy or support groups, particularly for men and fathers.
- Strong problem-solving skills, with the ability to develop individualized treatment plans based on assessment findings and family needs.
- Ability to navigate sensitive topics related to race, identity, and systemic oppression while maintaining a non-judgmental and supportive therapeutic environment.
- Empathetic, compassionate, and dedicated to empowering Black fathers and families.
- High emotional intelligence and the ability to build trust and rapport with clients from diverse backgrounds.
- Strong commitment to social justice, racial equity, and addressing the needs of underserved communities.
- Experience with crisis intervention and managing high-stress or emergency situations.
- Knowledge of local community resources and support systems relevant to Black families (e.g., housing, employment, educational, and mental health services).
- Willingness to engage in ongoing professional development, including attending training related to cultural competency, trauma-informed care, and best practices in family therapy.
- Strong working knowledge of Microsoft Teams, Word, Excel, PowerPoint, and Outlook
- Flexibility and adaptability to work in a dynamic, client-centered environment that values collaboration and continuous improvement.



- Must be able to personally identify with the lived experiences of our primary constituents and clients.
- Must be legally authorized to work within the United States.
- Must successfully complete a background check.
- Apricot Case Management System experience preferred.

Working Conditions

The employee will be working in a normal office setting. This position requires full-time availability with occasional evening and weekend hours and is based in the office.

Physical Requirements

While performing the duties of this opportunity, the employee will frequently sit, stand, walk, and reach. May need to lift files or packages periodically.

Other Duties

This job description is intended to describe the general nature and work performed by employees but is not a complete list of activities, duties, or responsibilities required of personnel. Furthermore, other duties, responsibilities, and activities may change or be assigned at the discretion of the employer.

Direct Reports

The incumbent will manage the Social Worker Assistant.

Signature

The employee signature below constitutes the employee acknowledging receipt of the requirements, essential functions, and duties of the position. The Greater Washington Urban League is an at-will employer.

Employee Name: _____

Employee Signature:

Date:

Approved By:	
Date Approved:	
Reviewed:	

