

Bilingual Clinician - Job Description

Job Description & Position Posting

Bilingual Clinician

About Transformative Justice Project

Our Mission: Transformative Justice Project of Colorado is on a mission to abolish the school-to-prison pipeline by dismantling systemic racism embedded in the existing institutions of education, mental health, and criminal injustice, while helping young people to develop the tools to define their own story.

Our Vision: We build a world where we keep kids in school and out of prison.

Core Values: Radical love, anti-racism, community, decolonizing/reindigenizing, collective healing

Founded in 2010 as the Colorado Juvenile Defender Center, we initially focused on legal defense. In 2023, we transformed into TJP and expanded our work to include Community Cares—our flagship program providing holistic, wraparound support to youth ages 10-25 who are navigating the legal system.

Through Community Cares, we offer decolonized mental health services, court advocacy, court accompaniment, transportation, resource navigation, and community connection. We don't just represent youth in court—we walk alongside them through probation, school discipline, housing challenges, and the barriers that systems create.

We also work upstream through LYRIC (constitutional rights education), and Believe in Youth (record expungement and reintegration support).

TJP meets young people where they are—before, during, and after system contact—because we believe there are no bad kids, only unmet needs.

Position Summary

The Clinician is a full-time, regular-exempt position reporting to the Co-Executive Director of Operations & Programs that supports the organization's vision of keeping youth in school and out of prison by carrying out essential duties that promote advocacy, safety, and systemic change across education, mental health, and justice systems. This is a small and highly collaborative work environment. This role will work closely with the Forensic Social Workers & Youth Care Coordinator.

Essential Responsibilities

Clinical Assessment, Diagnosis, and Treatment Planning

- Conduct comprehensive client assessments.
- Develop and implement individualized treatment plans.
- Develop individualized social-emotional goals and support plans.
- Demonstrate proficiency with the DSM-5 to inform clinical assessment, diagnosis, treatment planning, and documentation.
- Assess, diagnose, and treat mental health conditions within licensure.
- Monitor client progress and adjust treatment plans as needed.

Therapeutic Services

- Provide individual, family, and group therapy using evidence-based practices.
- Provide individual and group social-emotional skill-building sessions.

- Teach emotional regulation, coping, communication, and conflict resolution skills.
- Deliver culturally responsive, trauma-informed, client-centered care.
- Educate clients and families on mental health and coping skills.

Telehealth Services

- Deliver therapeutic services through telehealth platforms.
- Apply clinical judgment to determine appropriateness of telehealth services based on client needs, safety considerations, access, and level of support required.
- Assess client appropriateness for telehealth services and address barriers related to access, technology, safety, and engagement.

Clinical Collaboration and Coordinated Care

- Coordinate and collaborate with staff, schools, behavioral health providers, attorneys, probation personnel, case managers, and other community partners to ensure integrated, client-centered care.
- Advocate for clients' educational, behavioral health, safety, and support needs by connecting them to appropriate community resources and services and following up on referrals as needed.
- Participate actively in multidisciplinary team meetings, case consultations, clinical supervision, school and court-related meetings, and program planning while communicating client needs, barriers, and progress to supervisors and team members.
- Work effectively both independently and as part of a multidisciplinary team, using constructive problem-solving, conflict resolution, and professional communication.
- Receive and apply constructive feedback, demonstrate accountability and continuous professional growth, and maintain positive, mission-aligned relationships with community partners.

Clinical Documentation and Systems

- Maintain accurate, timely, objective, and complete clinical records, including assessments, diagnoses when applicable, treatment plans, progress notes, referrals, discharge summaries, and other required documentation.
- Use electronic health record and case management systems in accordance with organizational, payer, grant, and regulatory requirements.
- Participate in documentation audits, quality assurance activities, and ongoing compliance efforts.

Confidentiality and Legal Compliance

- Protect client privacy and confidential information in accordance with HIPAA, professional ethical standards, organizational policies, and applicable state and federal laws.
- Obtain appropriate releases of information before sharing protected health information.
- Maintain privacy, confidentiality, and appropriate documentation standards during telehealth services.
- Comply with mandatory reporting requirements and consult with a supervisor, when appropriate, to support thoughtful, trauma-informed, and legally compliant decision-making.

Professional Communication

- Communicate professionally with clients, families, providers, and community partners while maintaining appropriate confidentiality and professional boundaries.

Professional Development and Clinical Competence

- Maintain all licenses, registrations, certifications, continuing education, and supervision requirements applicable to the position.
- Participate in required organizational training, clinical supervision, professional development, and educational opportunities.

- Maintain current knowledge of trauma-informed care, youth development, behavioral health practices, systems involvement, community resources, and applicable professional standards.
- Consult with the supervisor when clinical, ethical, legal, or safety questions arise.
- Apply new knowledge and feedback to strengthen service quality and professional practice.

Other Responsibilities

Youth and Family Engagement

- Build trusting, respectful, and developmentally appropriate relationships with youth.
- Provide flexible scheduling and community-based service options to improve accessibility and respond to client needs.
- Communicate clearly with youth and families regarding appointments, expectations, services, and next steps.
- Provide appointment reminders and follow-up communication to support consistent engagement.
- Incorporate youth voice, choice, strengths, culture, and lived experience into service planning.
- Engage parents, guardians, caregivers, or other supportive adults when appropriate and authorized.

De-Escalation, Safety & Judgment Expectations

Because this role works with youth who may have experienced trauma, system involvement, or prior negative interactions with law enforcement, staff are expected to:

- Use de-escalation strategies and conflict-reduction techniques whenever possible.
- Exercise sound judgment in emotionally charged or unpredictable situations.
- Follow organizational safety protocols and seek supervisory support when needed.
- Prioritize the physical and emotional safety of youth, families, staff, and the community.
- Respond respectfully and effectively to individuals of all cultures, classes, races, ethnic backgrounds, sexual orientations, and faiths or religions in a manner that affirms dignity and worth.

Confidentiality & Ethical Responsibilities

This position requires access to sensitive and confidential information related to youth, families, and community partners. Employees must:

- Maintain strict confidentiality in accordance with organizational policy, ethical standards, and applicable state and federal laws.
- Understand and comply with mandatory reporting obligations, as applicable.
- Use discretion and professionalism in all communications and documentation.

Job Description Disclaimer

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. TJP is a small, highly collaborative team. Duties may evolve based on organizational needs, funding, or community priorities as we serve our mission.

Work Location, Schedule, and Environment

- Work location in office or in the field throughout the state of Colorado.
- Option to work from home one day a week after satisfactory completion of introductory training period.
- Frequently sit, stand, and walk.
- Occasionally bend/stoop, squat, reach above shoulder level, kneel, push/pull, carry up to fifty (50) pounds with assistance and lift up to thirty (30) pounds.

- Driving required, must be able to drive up to four hours a day.
- Occasional evening and weekend work for events, community meetings, and court accompaniment.
- Local travel within Colorado metro area required; occasional statewide travel.
- Flexibility and capacity to work in a fast paced, fluid, changing work environment.
- Administrative tasks will require work in a home office or office setting.
- Working on a computer for multiple hours at a time, sitting or standing.
- Wearing a mask when required by TJP policies.
- Bending, twisting, and lifting associated with event site setup.
- Ability to drive for extended periods as needed.
- Ability to engage in emotionally demanding work while maintaining professional boundaries.

Position Requirements

- Language proficiency assessment will be required.
- Commitment to racial justice, disability justice, and dignity-centered advocacy.
- Legal authorization to work in the United States.
- Ability to provide two professional references.
- Valid Colorado driver's license and ability to maintain legally required auto insurance.
- Ability to safely transport youth and, when applicable, parents or guardians.
- Access to reliable transportation to travel to the TJP office and community sites.
- Ability to work remotely with reliable internet service and an appropriate workspace, if applicable.
- Access to a mobile phone or device.

Required Education, Experience and Skills

Education & Experience

- Master's degree in social work, counseling, or a related field; Must be licensed LCSW or LPC.
- 3-5 years of experience in mental health counseling and services.
- 3+ years work with diverse communities.

Required Skills

- Bilingual proficiency in Spanish is required.
- Expertise of telehealth platforms, technology requirements, and best practices for delivering secure, confidential virtual care.
- Excellent written and verbal communication skills in both English and Spanish.
- In-depth experience in assessing, treating, and managing clients presenting with suicidality or self-harm behaviors, including developing safety plans and coordinating appropriate interventions.
- Experience providing effective therapy and support for children, adolescents, and their families, addressing a wide range of behavioral and emotional issues while integrating culturally responsive and decolonial approaches to ensure equitable, client-centered care.
- Strong interpersonal, communication, and boundary-setting skills.
- Ability to remain calm and grounded in high-stress or emotionally intense situations.
- Commitment to equity, inclusion, and trauma-informed practice.
- Strong organizational and problem-solving skills.
- Excellent written and oral communication skills.
- Safe driving practices.
- Proficient at Google Suite.

Preferred Skill & Experience

- 3-5 years of administrative experience.

- Special Education Experience.
- Background in legal, education, social work, or related fields preferred.
- Training or experience in de-escalation, restorative practices, or conflict resolution.
- Experience working in youth advocacy, education, youth justice, or community-based nonprofit settings.
- Non-profit Sector Experience.
- Bilingual or multicultural experience relevant to the communities served.
- Experience working with youth, families, or communities impacted by trauma, system impacted, or social inequities.

Compensation & Benefits

Annual Salary/Hourly Pay Range: \$90,000

Semi-Monthly pay periods

Full-time Regular Benefits:

- Medical Insurance and Dental 100% premiums paid for employee.
- Paid Sick Leave up to 48 hours.
- Paid vacation leave up to 80 hours.
- 11 paid holidays & breaks.
- Paid seasonal breaks for Winter Holiday Break, Spring Break and Fall Break (follows the Denver Public Schools schedule for these closures).
- Ongoing learning and growth through workshops, training, and career development resources.
- TJP is a Public Service Loan Forgiveness (PSLF) eligible employer.

EEO Statement: The Transformative Justice Project of Colorado does not discriminate on the basis of race, color, national origin, sex, religion, age or disability status in employment or the provision of services.

How to Apply

- Successful applicants will ensure their resume and cover letter clearly demonstrate that their work experience describes how they meet all required qualifications and how experience applies to the position and TJP mission.
- People with a criminal record are encouraged to apply.
- Please include "Transformative Justice Project Position" in the subject line.
- External applicants email a resume, qualifications and cover letter to barbs@tjpcolorado.org.
- Internal applicants email a letter of interest and a summary of qualifications to barbs@tjpcolorado.org within 48 hours. All internal applicants can apply for positions anytime the position remains open, however, TJP requests that internal applicants notify and apply for positions within 48 hours for business purposes.

Pay: \$90,000.00 per year

Benefits: Dental insurance, Health insurance, Paid time off

Language: Spanish (Preferred)

License/Certification: Licensed Clinical Social Worker (Preferred), LPC (Preferred)

Work Location: Hybrid remote in Denver, CO 80204