

## Counseling Manager

MAYA Organization is seeking a part-time (15hr/week) Counseling Manager to oversee our mental health programming for incarcerated individuals and expectant and new parents. You will be responsible for hiring, orienting, and supervising a staff of 3-6 part-time counselors and social workers. Our counselors work with individuals and groups to promote trauma-informed healing, often in settings that are challenging or even hostile to wellbeing. As their supervisor, you should be trained in trauma-informed care, uphold the human dignity of the most marginalized individuals, and display a commitment to racial equity and social justice.

Please refer to MAYA's values, listed at the end of this job description, for a snapshot of our organizational ideology.

Please send your cover letter and resume to [admin@mayaorganization.org](mailto:admin@mayaorganization.org). Incomplete applications will not be considered.

People of color and those with direct experience of the criminal justice system are strongly encouraged to apply.

### Qualifications:

- Licensed Clinical Social Worker, Licensed Professional Counselor, or similar qualification
- Experience working with at least two of the following:
  - Pregnant and postpartum individuals, and perinatal mood disorders
  - Survivors of trauma
  - Incarcerated individuals
  - Individuals with substance use disorders
  - The criminal justice system
- Background and/or certification in:
  - Perinatal mental health
  - Trauma-informed care, harm reduction, and/or related evidence-based approaches
  - Group counseling or psychoeducation

### Skills:

- Organization and time-management
- Managerial and leadership
- Data gathering and interpretation, including the ability to create and direct data gathering methods and contents
- Supervision and conflict resolution through an equity lens, including the ability to identify and respond appropriately to racial tensions
- Trauma-informed approach to both supporting clients and managing staff.

### Responsibilities:

- Collaborate with the Executive Director and Director of Civic Engagement to assess and improve programming.
- Supervise therapists and counselors through team and individual meetings.
- Build and maintain relationships and collaborate with multidisciplinary professionals serving incarcerated populations, for example:
  - Re-entry services in ACJ
  - Returning citizens groups
  - Restorative Justice Services (RJS)
  - Community organizations serving incarcerated and previously incarcerated individuals
  - Probation and Parole
- Direct data gathering and analyze results for:
  - Individual counseling for perinatal and postpartum individuals
  - Group psychoeducation for incarcerated individuals
- Provide qualitative and quantitative reports on mental health programming to the Executive Director, Director of Civic Engagement, and Development Director.
- Collaborate with the Development Director to create grant proposals and reports, as well as program-related marketing and communications materials.

Hours: 15 hours per week

Pay: \$33.50 per hour

Flexible hours, continuing education opportunities, hybrid work environment

To start April 2025

**Please send a letter of interest and your resume with references to [admin@mayaorganization.org](mailto:admin@mayaorganization.org)**

### **MAYA's Values**

#### **Our services are accessible.**

All pregnant and new parents are welcome to participate in our programs. MAYA requires little to no documentation. We offer services online and in community locations.

#### **Our services are holistic.**

MAYA sees parents as whole people with physical, emotional, social, informational, and practical needs. Our scope of practice includes professional and peer support, fact-based information, and practical assistance. Within this scope, we do not limit our services to specific topics or situations.

#### **We are community-based.**

Whenever possible, care is facilitated by mentors that live in the same communities as our participants. Although MAYA provides fact-based information when needed, we do not see ourselves as bearers of information to be handed down to participants. Rather, we provide a community of care in which participants contribute their insights and experiences as equals.

**It's not about us.**

We recognize that each of us has our own opinions, beliefs, and values, and we can never be completely unbiased. At MAYA, we work to be aware of our own biases so that we can set them aside and focus on the participants' point of view. Our only agenda is to assist participants in making their own decisions that are in alignment with their own values.

**We are an anti-racist space.**

We acknowledge and talk about racial disparities in birth outcomes. MAYA strives to understand the ways that historical and current systemic racism negatively affect the health and experiences of Black and Brown birthing people. We work actively to center Black experiences and provide culturally-congruent support. We examine the impact that our hiring practices, client interactions, and organizational culture have on people of color.

**Our services are trauma-informed.**

We understand that traumatic experiences can alter participants' sense of danger and complicate the work of healing, and we work to create a community of safety. Our staff are trained to provide trauma-informed care.

**We care about relationships.**

Relationships are at the core of our work: relationships with participants, partner organizations, and medical providers. MAYA works actively to build trusting relationships with all these groups because change only happens when we work together.

**We believe in human dignity.**

MAYA serves incarcerated individuals, people struggling with addiction, and women who have faced abuse and loss - individuals who are often stigmatized, or even dehumanized. We stand against stigma and shame, and uphold the dignity of all people, no matter what their circumstances.

**We uphold a woman's right to choose.**

Birthing people are the owners and authors of their bodies, and have the right to decide whether to continue, terminate, or prevent pregnancies. MAYA's staff listen non-judgmentally, uphold participants' choices, and are available to accompany them for medical appointments and procedures.