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4145 SW Watson Ave
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Position: Bilingual Psychology Postdoctoral Resident (Spanish-English)

Supervisor: Clinic Director and Executive Director

Work Schedule: Full time, 40 hours per week with flexible hours, with some weeknights and weekends

Location: Hybrid, serving Oregon statewide

Salary range: \$70,000 to \$73,000

Raíces de Bienestar (Raíces) is a nonprofit in Oregon dedicated to reclaiming the emotional and mental health of Latine communities across the state and beyond. Please [visit our website](#) to learn about our mission, values, and vision. Raíces offers a continuum of Latine culturally grounded mental health and wellness programs and services, focused working alongside traditional health workers and community leaders to elevate the strengths and wisdom of the community.

Raíces de Bienestar offers culturally specific clinical services to the Latine community and is seeking a skilled psychology resident to provide direct clinical services and support our clinical training program. The post doctoral resident will also have the opportunity to support our community liberation programs in collaboration with the community liberation, clinical teams and community members. We are looking for a candidate with passion for serving the Latine community, ability and innovative ideas about how to foster culturally affirming, quality and equitable clinical services and desires to “bring mental health” to our community.

Primary Requirements and Functions:

The postdoctoral psychology resident focuses on providing direct bilingual (Spanish and English) mental health services to Latine individuals and families and supervising a range of clinical services. The post doctoral resident will also have the opportunity to support our community liberation programs. The candidate must have completed all the requirements for a doctoral degree in psychology (PsyD, PhD, EdD) by the start date of residency (this includes internship and completion of dissertation). They must have clinical supervision experience or training. Applicants must be in an approved Residency Contract with the

Oregon Board of Psychology prior to beginning clinical work.

Additionally, the candidate must be bilingual (Spanish and English), committed to serve historically marginalized communities, have experience working with the Latine community, be interested in supporting or leading community-focused programs and feel comfortable using trauma/healing informed approaches. Our work is centered on 'bringing mental health to the community', therefore, the ideal candidate must be comfortable providing mental health services in innovative, culturally affirming, and flexible ways that meet the community's emotional, mental, and cultural needs. This includes but is not limited to providing direct clinical services in community settings, farms and fields, as well as during community liberation programs and mental health mobile health services.

Primary responsibilities include, but are not limited to:

- Provide mental health clinical services (psychotherapy and/or assessment) to community members through culturally affirming and evidence-based practices. Most of the mental health services will be provided to Latine individuals. Some clinical services may be offered in the evenings and in the field (e.g., mobile services).
- Provide consultation, assessment, and diagnosis for all clients
- Integrate behavioral observations, interview data, test results, and collateral data from others to form diagnosis and make treatment recommendations
- Support clinical training and supervision of trainees including advanced practicum students, interns, and qualified mental health associates. This includes but is not limited to supporting orientation and onboarding of clinicians in training, weekly individual and/or group supervision, didactic training, ongoing clinical consultation and support, reviewing cases and notes, being on call and providing crisis management support
- Work with partners to support equitable access and utilization of mental health services from historically excluded and marginalized communities
- Demonstrate ability to maintain case management in accordance with federal, state and/or funding source requirements as well as Raíces de Bienestar' policies and procedures
- Complete documentation in timely manner using electronic health medical records
- Support development activities for clinical services (i.e., grants, contracts, evaluation reports)
- Support mental health mobile services
- Support community-focused and community-engaged programs, education and community outreach activities.

Qualifications

The ideal candidate will have experience in providing mental health services to the Latine community and delivering programming that supports diversity, equity, and inclusion as relates to the Latine community. The candidate must have completed all the requirements for a doctoral degree in psychology (PsyD, PhD, EdD) by the start date of residency. They must have clinical supervision experience or training. Applicants must be in an approved Residency Contract with the Oregon Board of Psychology prior to beginning clinical work. Program start date is approximately August 1, 2024, depending upon the date of the candidate's completion of internship, and the date on which the Oregon Board of Psychology approves the residency contract. They must be bilingual (Spanish and English) and preferably identified as a member of the Latine community.

Required Knowledge, Skills, and Behaviors:

- Strong clinical skills and competencies
- Ability to work with clients who experience significant barriers to mental health
- Commitment to culturally affirming service delivery and training excellence
- Excellent at collaborating and maintaining close communication with all treatment team members
- Proficiency in maintaining appropriate patient record and using electronic health medical records
- Maintain confidentiality regarding information pertaining to all clients and trainees
- Strong commitment to work with traditional health workers and community members
- Effective leadership skills
- Excellent interpersonal skills
- Excellent organizational, analytical skills and application of critical thinking
- Effective written and verbal communication skills
- Strong work ethic and ability to attend to multiple responsibilities simultaneously
- Able to meet and maintains compliance with OHA and professional regulations
- Effectively identifies and prioritizes issues to respond proactively
- History of professional growth and development
- Able to work remotely and drive
- Successfully pass background check specifically related to ability to perform all duties as assigned

Benefits:

- Responsible paid time off, compassionate, and sick leave
- Health and dental insurance
- Life insurance
- Education and/or loan repayment up to \$5,250*
- Retirement account with up to 3% match
- Twelve (12) paid holidays and birthday off
- Qualified for Public Service Loan Forgiveness program as a 501(c)3
- Remote work stipend when applicable
- Study time for licensure/credentialing*
- Paid parental leave*
- Self-care rewards
- Team and family events

Work Environment:

- Raíces de Bienestar is a Latine culturally specific women-founded organization dedicated to passionately serve the community as well as our families. We strive for balance in hard work, joy, rest and healing.
- Our organization is grounded in Latine values, and we celebrate our diversity, traditions, rituals, and the unique strengths that each of us bring.
- We encourage Raíces de Bienestar staff and volunteers to bring our whole selves to work, as the community needs us to be authentic, intentional, engaged and whole hearted. We believe in the power of lived experience and shared cultural identification with the communities we serve.
- We foster talent and professional development and aim to create a space where we lift each other up, respect one another in where we are in our own process and view learning as a lifelong journey.
- We are passionate about mentoring and supporting staff and volunteers in different stages of their career development and advancement.
- We strive to be reflective leaders and encourage those who work or volunteer at Raíces de Bienestar to share their feedback on our practices and programs.
- We promise to evolve in our understanding and implementation of best practices in equitable work environments to ensure a safe and nurturing space for all who work with us.
- Raíces de Bienestar staff and board of directors is composed in their majority of Latine women, allowing for spaces where culture is celebrated, centered and honored.

Equal Employment Opportunity and Non-Discrimination Policy

Raíces de Bienestar provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, marital status, national origin, age, mental or physical disability, pregnancy, perceived pregnancy, childbirth, breastfeeding, or any related condition in accordance with applicable federal and state laws. This policy applies to all terms and conditions of employment, including but not limited to hiring, placement, promotion, termination, layoff, recall, absence, compensation, and training.

Applicants should submit the following:

1. Letter of Interest
2. Resume
3. Names and contact information of three professional references

To apply please send a cover letter highlighting your experience working with the Latine community, a resume, and the name of three professional references with contact information **before Feb 26, 2024** to Ruth Zúñiga, PhD at ruth@raicesdebienestar.org

For questions about this position please contact Dr. Ruth Zúñiga at
ruth@raicesdebienestar.org