



A HEALING PARADIGM
ENVISION | MANIFEST | EXPERIENCE

School-Based Child Therapist Decolonial Counseling Focus

The Opportunity

Join a close-knit team of mental health professionals committed to the healing and affirmation of BIPOC students, their families, and non-BIPOC allies within school communities. Your work will center on providing direct counseling and therapeutic services to students primarily in the school setting, some in-office and hybrid services (this role **does not include in-home services**). The goal is to meet our youth where they are, on their own ground, and in the context of their daily lives. This is the ideal calling for a healer committed to decolonial praxis using African-centered/Black psychology, Womanist theory, and/or Liberation Psychology, who is ready to grow within a supportive, community-rooted environment.

This pivotal moment in history provides an opportunity for motivated healers to address the compounding psychological stressors confronting young people in schools, from the trauma of systemic racism and academic pressure, to grief, identity, family stress, and the weight of living in an inequitable world. This is a dynamic opportunity for an innovative thought-leader inspired towards action that will foster healing and change in the lives of children and their communities.

Child Therapist Profile

Our school-based child therapist will display exceptional interpersonal, writing, client, and self-care skills. This healer will have a particular commitment to a decolonial framework that actively resists deficit-based narratives about students and families. The individual will demonstrate a deep understanding of how ethnicity, class, gender, disability, and socio-political matters shape the mental health and educational experiences of young people.

Successful applicants will have completed an accredited graduate program in counseling, school counseling, psychology, social work, or another mental health field. Full licensure in Georgia (Psychologist, LPC, LCSW) is required. Experience working with BIPOC clients and those from economically and religiously diverse backgrounds is a must. Personal attributes desired include being well-spoken, punctual, goal-oriented, and reliable.

Duties & Responsibilities include but are not limited to:

School-Based Counseling

- Provide individual and group counseling to students (K–12) addressing trauma, grief, anxiety, depression, identity development, and the psychological impact of racism and oppression
- Conduct comprehensive intake interviews with students and caregivers to gather developmental, academic, social, and family history relevant to the referral concern
- Develop and facilitate therapeutic and psychoeducational groups for students addressing social-emotional learning, healing, and empowerment



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- Prepare detailed intake reports documenting presenting concerns, relevant background history, behavioral observations, and initial clinical impressions
- Synthesize intake data to inform referral recommendations, treatment planning, and determination of need for formal psychological evaluation
- Maintain complete, timely, and confidential clinical records, treatment plans, and progress notes in compliance with HIPAA, FERPA, and AHP documentation standards
- Provide crisis intervention and safety planning for students in acute distress, in coordination with school administration and the supervising psychologist
- Document all crisis contacts, safety plans, and follow-up actions in accordance with HIPAA, FERPA, and AHP clinical protocols

School & Family Collaboration

- Build and sustain trusting, relationships with students, families, teachers, and school staff, centering the voices of caregivers and communities throughout the therapeutic process
- Collaborate with teachers, school counselors, administrators, and IEP/504 teams to support holistic, strengths-based student wellbeing plans
- Serve as a liaison between AHP clinical staff, school personnel, and community referral sources
- Clinical consultation with allied school-based and community health professionals

Community Outreach

- Facilitate workshops, community initiatives, and psychoeducation for students, families, and school staff on mental health, healing, and equity
- Provide thought leadership to the practice regarding the integration of decolonial wellness services into school communities
- Engage in weekly marketing and community outreach on behalf of AHP

Administrative Support

- Conduct tasks to assist with the smooth flow of office and school-site operations
- Additional administrative tasks as assigned

About A Healing Paradigm

In 2007 our Executive Director had a vision to create a center focused on wellbeing. Through that vision, A Healing Paradigm (AHP) was born. Our goal is to decolonize western concepts of psychology by understanding how culture, indigenous healing traditions, and spirituality can be used to heal people of African descent globally. By extension, we have created a space to address the psychological wellbeing of BIPOC (Black, Indigenous, People of Color) clients and our non-BIPOC allies. We offer professional training, counseling, psychological testing, continuing education, and speaking services to an international audience.



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Mission

We provide culturally congruent mental health, fitness, and education services by utilizing state of the art technology, through an integrative wellness and decolonial model.

Our Values

Our work is guided by core values:

Reciprocity: In the ever-lasting flow of life, we believe in the importance of equity and balance, through giving and receiving in equal measure.

Sankofa: The Akan speaking peoples in Ghana define Sankofa as going back and retrieving that which was lost. We believe in the process of rediscovering and safeguarding personal, family, and community cultural history and psychological wellbeing.

Ancestral Connection: We believe in the wisdom of healthy elders, the ancestors, and those who have walked the path before us.

Spirituality: We uplift the importance of connection to divine source as it manifests within individuals, families, and communities.

Ìwà pèlè (Good Character): We believe the proverb: Character is like smoke; it cannot be hidden for long. Thus, we are honest and take responsibility for our actions.

Social Justice: We acknowledge the existence of and resist institutionalized racism, gender, disability, sexual identity, and economic inequality, privilege, and microaggressions.

Courage: We will be courageous even when the alternative is financially advantageous.

Collaboration: We partner with those who are psychologically healthy, believe in justice, engage in personal healing, and work towards the liberation of BIPOC communities globally.

How to Apply

Your application package should include: a resume or curriculum vitae, a non AI writing sample (de-identified clinical note, treatment plan, etc), a cover letter outlining your clinical experience, theoretical orientation, and commitment to decolonial, culturally affirming practice with children and families. Finally, use AI to create a mock treatment plan for a fictional school-aged BIPOC student presenting with trauma symptoms, then critique and revise it through a decolonial lens.

Send your completed package to Human Resources — jobs@AHealingParadigm.com — Emailed questions regarding the position are welcomed. A current posting on our site indicates an available position.

Compensation

This position offers a competitive compensation package to include access to healthcare, dental and vision coverage. Our office is also designated as a National Health Service Corps site enabling fully licensed clinicians to apply for student loan repayment (up to \$75,000 for 3 years of service beyond your compensation).



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The Interview Process

We are seeking the right healer for our unique vision. Thus, our interview process is multi-step and provides us the opportunity to engage in authentic decision making regarding the candidate who is the right fit.

Start your journey by visiting our website and social media pages on Facebook, YouTube, and Instagram. Decide whether our values are in alignment with the vision you have for social justice and community healing. Then, prepare for the journey. We may ask you to complete a video, invite you for a virtual multi-staff interview, an in person interview, and have you complete a variety of tasks to demonstrate your skills. Do not worry, the process is not designed to be tricky. Instead, it is about us having prolonged engagement to decide whether we are a match.