

## BENEFITS INFORMATION- WE'VE GOT YOU COVERED.

- 75% of your medical premiums.
- 100% of dental, vision and chiropractic coverage.
- 100% of life insurance and long-term disability coverage.
- Competitive salaries.
- 403b Retirement plan.
- Employee Assistance Program—Free clinical counseling services to you and those in your household.
- 4 to 5 weeks of flexible Paid Time Off.
- 10% salary increase for Spanish/English bilingual staff.



## Getting your dream job is as easy as counting to four. Here's how to do it:

### 1) APPLY.

Visit [www.senecafoa.org](http://www.senecafoa.org) to view our open positions and apply online.

### 2) INTERVIEW.

Following an initial screening, you'll be scheduled to attend an interview. FaceTime interviews may be available for long-distance applicants.

### 3) MEET THE PROGRAM.

Prior to hire, all applicants interview at the program site, for an opportunity to see our work in action and to meet our staff.

### 4) NEW EMPLOYEE ORIENTATION.

Once you have been offered and accepted a position, you'll complete New Employee Orientation. This is a paid training period to introduce you to the values of the agency and the mission of our work.



Follow us! Search Seneca Family of Agencies or @senecafoa



Seneca Family of Agencies provides education, mental health, and permanency services to children and families during the most difficult times of their lives. Employees at Seneca provide unconditional care to youth in their communities every day.





## What we do.

Seneca's programs serve kids in many capacities, but tend to fall under one of three categories:

- 1) **Community-based services**, where we work one-on-one with youth stepping down from higher levels of care like the juvenile justice system or a residential home setting. Our goal is to connect them with resources in the community and provide therapeutic support that will be sustainable for their family long after we're done providing services.
- 2) **Education services**, where we work in public and charter school partnerships, as well as in non-public schools run entirely by Seneca staff. We provide individualized support to students with high staff-to-student ratios, individual, group and family therapy, and positive behavioral supports throughout the day. Our goal is to support kids in their academic and behavioral goals, so they can succeed in school.
- 3) **Permanency Services**, where we work with foster youth who've been unsuccessful in multiple placements to break the cycle and find them a safe, supportive and permanent home. We also work with foster and adoptive families to provide the support they need to have long lasting family success.

## TRAININGS AND MENTORSHIP

The **Seneca Institute for Advanced Practice** provides high-quality education and training to employees and providers throughout California and nationwide. New trainings are scheduled on a regular basis so that staff can access opportunities for development and learning during work hours at no cost to our employees.

Recent trainings that we have offered include:

- Trans 101: Gender Identity and Gender Expression
- The Impact of Technology on the Developing Brain
- Cultural Responsiveness: A Strategy for Working with Youth and Families
- Trauma and its Impact on Child Development
- Family Finding and Engagement

Seneca's **Leadership Mentor Program** aims to promote career growth for staff by matching employees with Program Leaders and Clinical Leaders to help our staff identify a professional development plan, expand their skills, and move their career forward! Mentors and mentees meet monthly for a 6 month program facilitated by the Seneca Institute for Advanced Practice.

## SCHOLARSHIPS AND LICENSURE

Opportunities for growth and ongoing education for our staff are important to us. **We award scholarships to our employees on a yearly basis.** In 2017, 92 staff were awarded scholarships to help them pursue certifications, credentialing and graduate degrees. Additionally, we have partnerships with specific graduate programs, which include scholarships and tuition reimbursement:

- MSW from University of Southern California (online)
- MSW from UC Berkeley
- MFT from John F. Kennedy University
- Special Education Teaching Credential (and optional M.Ed.) from Loyola Marymount University (online)



For staff working towards licensure, we offer everything a clinician needs. From individual and group supervision, to Clinical Workshops and BBS-approved CEU Courses, we will work with you to plan and support your path to licensure.

We also offer a clinical training stipend, and a salary increase upon licensure.