



## Child Abuse Medical Provider

**Reports To:** Medical Director

**Mission:** Providing intervention and advocacy for children who are victims of, or witnesses to, crime.

**Vision:** to reduce the trauma experienced by child victims of abuse and their non-offending family members through multidisciplinary intervention, advocacy, support and strong community partnerships.

**Position Overview:** Kids FIRST seeks a licensed physician or advanced practitioner trained in the evaluation, diagnosis and treatment of child abuse, to perform medical evaluations of suspected child abuse victims. The provider will conduct examinations in the clinic setting, and will also participate in child abuse education. Experience in pediatric or family medicine is required, and knowledge in the diagnoses and treatment of child maltreatment is preferred. Core duties include direct patient care in the Kids FIRST clinic, record and file reviews for patients seen offsite, and testifying in legal proceedings as needed.

Full-time provider preferred, but part-time employment may be considered.

### **Responsibilities:**

Responsibilities include, but are not limited to, the following:

- Perform sensitive and thorough medical examinations of children for whom there are concerns of child abuse and/or neglect, including colposcopy and team participation during child interviews.
- Gather comprehensive social and medical history from parent and/or patients and review other relevant case information.
- Collaborate on a Multidisciplinary Team (MDT), comprised of representatives from Law Enforcement, the District Attorney's office, Department of Human Services, and other community agencies who work to collaboratively manage and prevent cases of child maltreatment
- Observe forensic interviews of children and make recommendations as needed.
- Consult with forensic interviewers to complete professional opinion when applicable.
- Testify in court, as necessary

- Assess general pediatric problems, physical findings, and development; coordinate medical follow-up
- Complete all required documentation and reports in a timely manner, ensuring the product is well-organized and professionally written.
- Review medical records and/or provide medical consultation as requested by community partners (often related to Karly's Law)
- Maintain professionalism and expertise in child abuse issues, general pediatric issues, and medical evaluation standards by receiving related continuing education and staying abreast of current research.
- Participate in team meetings, quality assurance reviews, peer reviews, and case consultations
- Work collaboratively in a team environment with a spirit of cooperation. Develop and maintain positive working relationships with community partners and team members at all levels of the organization
- Provide after-hours on-call phone consultation on a rotating schedule.
- Track and report on program related activities as required by the CAC and its funders
- Competency in trauma informed care; ability to communicate compassionately, and remain objective and non-judgmental.

**Essential Requirements:**

Licensed to practice medicine in the State of Oregon. Pediatric experience is required, child maltreatment knowledge and experience is preferred. Specialized training in pediatric exams and forensic evidence collection is strongly preferred. Kids FIRST requires all staff and volunteers to pass a complete fingerprint-based criminal history check as well as a child welfare background check. References are required. Employment is contingent upon acceptable references. Knowledge and practice of HIPAA standards for patient confidentiality, professional code of conduct and ethical standards are essential.

Knowledge of Oregon Revised Statutes concerning child abuse crimes and procedures, law enforcement investigation procedures and relevant criminal and civil laws regarding rules of evidence are encouraged. Ability to communicate effectively with clients and team members from diverse backgrounds. Facilitation skills to enable one to act as a consultant regarding child abuse issues. Ability to establish and maintain professional relationships with community agencies, the public and clients.

Bilingual Spanish-speakers encouraged to apply.

**Compensation:**

Salary range is competitive and dependent on experience. Excellent benefits package offered, including 100% employer-paid medical, dental and vision for employee and family, EAP program, 3% retirement match, FireMed membership, paid holidays and paid time off plan.

**Physical Demands:** The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is frequently required to stand; walk; reach with hands and arms. The employee is occasionally required to sit and stoop, kneel, crouch, or crawl. The employee must frequently lift and/or move up to 15 pounds. This position is based in an office setting.

**To Apply:** This position will remain open until filled. Interested applicants should email a resume and cover letter to Sarah Stewart, Executive Director, [Sarah@kidsfirstcenter.net](mailto:Sarah@kidsfirstcenter.net)

*Kids FIRST is an equal opportunity employer committed to respectful, quality care to children and their non-offending family members from diverse racial, ethnic, religious, and non-traditional family forms. Under the provisions of the Immigration and Reform Act of 1986, the candidate will be required to provide evidence of identity and eligibility for employment.*



## **Liberty House Job Announcement**

Forensic Interviewer

Full-time—40 hours

Starting at 25.76/hr -Negotiable DOE

Excellent benefits package

### **About Liberty House**

Liberty House is a nonprofit child advocacy center founded in 1999 and dedicated to supporting children and families facing concerns of abuse, neglect, trauma, and grief. With over 50 employees and three major outward-facing programs (specialty pediatric clinic, mental health program, and prevention education program), we annually reach over 3,500 children and adults each year in Marion and Polk Counties. Our successes lead to vital positive social change, and we are looking for a highly organized, energetic, and passionate person to join our team. Visit [www.libertyhousecenter.org](http://www.libertyhousecenter.org).

### **Forensic Interviewer**

The Forensic Interviewer is a member of the clinical team at Liberty House. Core responsibilities of the position include conducting developmentally sensitive, forensically sound interviews of children, adolescents, and adults with disabilities referred for assessment of sexual abuse, physical abuse, or neglect.

### **Primary Duties**

- Conducts developmentally sensitive and forensically sound interviews for concerns of abuse and/or neglect which are digitally recorded for purposes of preserving statements for the use in assessing safety, criminal allegations, and treatment needs.
- Provides support to medical providers by way of accurate documentation of dialog in the context of medical examinations.
- Participates in ongoing regional and internal peer review, which includes learning from observation of self and others, and applying strategies to improve practice.
- Participates in internal case consultation as well as in coordination with a multi-disciplinary team
- Testifies in court when necessary.
- Completes all required documentation, reports, and summaries in a timely manner and according to legal and professional standards.
- Maintains confidentiality in accordance with HIPAA and other legal requirement.
- Receives continuing education related to child abuse issues and interviewing techniques including specific training as requested.
- Other duties, as assigned.

## Qualifications:

### ***Required Education and Experience:***

- A professional with a master's degree in social work, counseling, psychology, sociology, child development or a related field **and** two or more years' experience working in a social services capacity with abused or neglected children and adolescents.
- **or** a professional with a bachelor's degree in social work, counseling, psychology, sociology, child development or a related field **and** four or more years' experience working in a social services capacity with abused or neglected children and adolescents.
- **or** a law enforcement officer with an advanced certificate from DPSST **and** a minimum of four years' experience investigating sexual assault and child abuse **and** a minimum of two years' experience conducting forensic interviews of children.

### ***Other Qualifications:***

- Completion of Oregon Child Forensic Interviewer Training.
- Understanding of complex family dynamics.
- Ability to work effectively in complicated and/or crisis situations.
- Candidate must be able to read and write English. Bilingual Spanish and English are a plus, but not required.
- Proficient with Windows computers and Microsoft Office.
- Well-organized with excellent attention to detail.
- Excellent written and verbal communication.
- Respond timely and accurately to requests for records and information.

## **To Apply**

Please email a cover letter, application, and resume to [HR@libertyhousecenter.org](mailto:HR@libertyhousecenter.org)  
Attn. Kaute Harrington

This recruitment will remain open until filled.

Liberty House is an Equal Opportunity Employer. Liberty House does not discriminate on the basis of race, color, religion, gender, gender identity, sexual orientation, disability, national or ethnic origin, or other legally protected status. Women, people of color, people with disabilities, and LGBTQ candidates are encouraged to apply.

Effective October 18th, 2021 Liberty House will require all employees and new hires to be vaccinated against COVID-19, unless they qualify for an approved medical and/or religious exemption.



## Liberty House Job Announcement Pediatric Medical Provider

Full-time—40 hours  
Excellent benefits package

### General Liberty House Background

Liberty House, [www.libertyhousecenter.org](http://www.libertyhousecenter.org), is a mission-driven nonprofit organization founded in 1999 and dedicated to supporting children and families facing concerns of abuse, neglect, trauma and grief. Our successes lead to vital positive social change and we are looking for an energetic and passionate person to join our team.

### About the Area

Salem, Oregon is located in the beautiful Willamette Valley where we are within 1 hour of Oregon's spectacular coastline and ocean beaches, Mt. Hood, the Columbia Gorge, wineries and Metropolitan Portland. While being one of the largest cities in the State, Salem has a friendly small-town feel.

There is an award-winning school system, abundant parks and recreational activities, mild climate, easy access to nature, great restaurants and a quaint downtown which make it a wonderful place to set down roots.

Learn more about our dynamic community in this video: <https://youtu.be/GHTWUBLT-tQ>.

### Excellent Benefits Package

In addition to joining a vibrant and talented team focused on positively impacting children, we have superb benefits to support our staff:

- Health Benefits include family coverage options, health, eye and dental insurance
- Medical malpractice coverage
- Retirement plan with up to a 3% match
- Wellness program which includes gym membership support, an employee assistance program, worksite massage and regular organization wellness activities
- Professional development and peer support
- Paid sick, vacation, personal days and 11 paid holidays
- Team building activities and staff retreats
- An office culture focused on honesty, integrity, courage and an outward mindset
- Facility dog which spends its days supporting children and bringing a smile to our team
- Relocation reimbursement negotiable
- Annual CME time and funding allowance
- Regular Monday through Friday, 8am to 5pm schedule

## **Pediatric Medical Provider**

A pediatric medical provider may include a Physician, Pediatric Nurse Practitioner, Family Nurse Practitioner, or Physician's Assistant with a strong commitment to patient care and community engagement. You will work as part of a team including physicians, forensic interviewers, family support and clinic staff. Plus, you will partner with our Multi-Disciplinary Team (MDT), which includes various law enforcement agencies, Department of Human Services and the District Attorney's office.

The pediatric medical provider will assess children with concerns of all forms of child maltreatment including physical abuse, sexual abuse, neglect, drug exposure, medical child abuse, failure to thrive and significant social concerns. In addition, you will interpret medical records and testify in cases as to the medical condition and possible causes of the injury or condition.

## **Primary Duties**

- Perform sensitive and thorough medical examinations of children referred for concerns of child abuse and/or neglect, including rapport building, colposcopy, photography and team participation during child interviews.
- Gather comprehensive social and medical history from patients and their caregivers and review other relevant case information.
- Coordinate medical follow-up for each patient as necessary.
- Prepare comprehensive documentation of all evaluations in a timely and neutral manner that meets legal requirements for evidence and social service needs for protection and treatment.

## **Requirements**

- Appropriate medical degree
- Board certified or Board eligible (consideration for Family Practice, Emergency Department or other relevant specialty considered) in pediatrics or sub specialty certification in child abuse pediatrics.
- Licensed or eligible for licensure in the State of Oregon
- Knowledge of child abuse dynamics.
- Must be able to pass a criminal background, DHS Child Welfare Registry and sex offender registry check prior to employment

Liberty House does not discriminate on the basis of race, color, religion, gender identity, sexual orientation, national or ethnic origin, or other legally protected status. Women, people of color, people with disabilities, and LGBTQ candidates are encouraged to apply.

Effective October 18th, 2021 Liberty House will require all employees and new hires to be vaccinated against COVID-19, unless they qualify for an approved medical and/or religious exemption.

## **To Apply**

For those interested, please email the following documents to [ssitton@libertyhousecenter.org](mailto:ssitton@libertyhousecenter.org):

- Cover Letter
- Resume
- Liberty House Job Application ([downloadable here](#))

Attn: Shirlee Sitton

All applications will be treated with confidentiality.

**SafeSpace Children's Advocacy Center of the Gorge  
Forensic Interviewer/Child and Family Advocate**

Please email [mrivera@safespacecac.org](mailto:mrivera@safespacecac.org) with your cover letter and resume to apply. Please apply by June 16<sup>th</sup>, 2023.

**Location: Hood River, Oregon**

**General Statement of Responsibility:** Provide developmentally and culturally appropriate and legally defensible forensic interviews of child and adolescent victims of sexual abuse, serious physical abuse, neglect and those who witness domestic violence.

**Primary Responsibilities:**

Investigative Interviewing

- Developmental assessment
- Establish competence of the child
- Obtain data regarding traumatic history in a manner that meets legally sound requirements for evidences and meets social services needs for protection and treatment
- Ensure psychosocial well being of the child
- Follow MDT protocol and Oregon Interviewing Guidelines format

Client Services

- Answer crisis calls, provide effective crisis intervention
- Provide client support for victims of family violence, neglect, sexual and physical assault
- Advocate for clients with other agencies and community partners to coordinate services
- Assist families with, tracking and follow-up with Crime Victims Claims
- Greet families and assist with initial paper work and consent forms
- Provide direct support with families throughout the assessment process
- Provide youth support for the post-interview meeting and as needed
- Provide social services to families as assigned by the agency social worker
- Maintain contact with the victim and family throughout the investigation and prosecution
  
- Maintains confidentiality per HIPAA and departmental policies and procedures

Program Records

- Maintain client data, statistics and documentation promptly and accurately within agency database
- Keep records and resources up to date
- Follow up with case information and track prosecution
- Document and track cases through agency database

- Request and gather records for physical abuse cases, including photos
- Create, track and maintain client survey for grant funding

### Skills

- Ability to perform crisis intervention and work with families in crisis
- Ability to effectively communicate both verbally and in writing
- Superior computer skills
- Innovative thinker with the ability to develop and implement programs
- Ability to represent the organization in a professional manner to clients and community
- Effective multi-tasking and ability to prioritize, organize effectively
- Compassion and empathy, understanding, patience when dealing with others
- Cultural competency: recognition of and respect of diversity
- Creative and innovative thinking with flexibility, ability to adapt to change
- Extensive knowledge of current community resources available to victims of sexual/physical abuse or neglect, and family violence

### Qualifications

Commitment to the mission, values, aspirations of SafeSpce CAC.

- Experience and cultural competence working in a social justice context.
- Proven ability to implement vision, think strategically, creatively problem solve, exercise good judgment and lead change.
- Facilitative and collaborative leadership style.
- Proven ability to work in a team and build working partnerships. Can flexibly share leadership and build consensus.
- When necessary, can take initiative and make difficult decisions.
- Success supervising and mentoring staff and supporting professional and leadership development.
- Excellent interpersonal skills.
- Excellent written and verbal communication skills.
- Proven ability to effectively facilitate a variety of professional development experiences to a variety of audiences.
- Respect for confidential information and the privacy of those the Center serves.

- Maintain regular attendance at work and work activities and is punctual in meeting deadlines, attending meetings, and following schedules.
- Evidence of continuing *personal* professional growth opportunities.
- Ability to work flexible hours and travel.
- Bachelor's degree or equivalent work experience required.

#### Facilitate Team Staffing:

- Pre interview staffing with multidisciplinary team members
- Review intake information and obtain information about child's emotional state, parents response to the investigation, child's living situation, and relationship to the alleged offender
- Educate team as needed regarding the process and issues
- Obtain medical and social history from family/caregivers
- Post interview staffing with multidisciplinary team members
- Review results of interview including determination of findings
- Make recommendations for treatment and follow up
- Facilitate development of team plan for follow up regarding responsibilities and coordination
- Post interview and post MDT staffing with family/caregivers

#### Other Related Responsibilities

- Prepare a succinct and professional report of the interview
- Respond to subpoenas and testify when requested
- Maintain up to date knowledge of related community resources
- Participate in professional development by attending conferences and trainings, reviewing professional literature, and participating in peer reviews

#### Physical demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to stand; walk; reach with hands and arms. The employee is occasionally required to sit and stoop, kneel, crouch, or crawl. The employee must frequently lift and/or move up to 15 pounds