

Empowering for all stages of life.

#### 4 Essential Components

To make our hiring processes more equitable, we have eliminated the cover letter requirement. In lieu of a cover letter, applicants can complete this form and submit it with their curriculum vitae to [HR@InstituteForGirlsDevelopment.com](mailto:HR@InstituteForGirlsDevelopment.com).

Name: \_\_\_\_\_ Pronouns: \_\_\_\_\_

School: \_\_\_\_\_

Year in Program: \_\_\_\_\_ Anticipated Year of Graduation: \_\_\_\_\_

Position Interest: therapy track     assessment track     hybrid therapy/assessment

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Before getting to the 4 essential components, we'd like to hear from you about your specific interest in working at the Institute for Girls' Development. ***What attracted you to this opportunity?***

**Diversity Component:** Successful candidates will demonstrate responsiveness and sensitivity in working with a community that is diverse with regard to gender, race, ethnicity, nationality, sexual orientation, body size, and religion. As the Institute is committed to increasing the diversity of both our staff and the clients we serve, candidates should identify their strengths and experiences in ethnically diverse settings and with other under-represented groups. ***Please write about your areas of interest in ongoing learning in the areas of diversity, inclusion, and antiracism and cultural responsiveness in therapy.***

**Clinical Component:** Successful candidates will demonstrate strong and effective clinical skills appropriate to their level of training and experience, as well as a passion for working with our primary client population of girls, young adults, transgender and gender nonbinary individuals, and families.

- ***Therapy track: Please write about the approaches you utilize, the ages of clients you work with (children, teens, adults), and any areas of particular passion and/or expertise, including certifications.*** (Examples of subspecialty areas of interest include but are not limited to: working with youth on the spectrum, health psychology and pain management, anxiety/OCD treatment, body image and eating disorder treatment, gender, neuro-feedback, and family systems.)
- ***Assessment track: Please write about the types of assessment instruments you utilize, the ages of clients you have worked with, and any areas of particular passion and/or expertise related to assessment.***
- ***Hybrid track: Please address both prompts.***

**Educational Component:** As an organization, we are interested in education on many levels and provide opportunities for clinicians to engage in lifelong learning and teaching. The successful candidate will have a commitment to lifelong learning and identify areas of interest for professional development. ***Please write about your commitment to lifelong learning in your clinical work, supervision, and/or community involvement and identify specific areas of learning you would like to focus on while at the Institute.***

**Organizational Component:** As a group private practice and an entrepreneurial setting, we hold strong values in collaboration, teamwork, community relationship building, social and racial justice, professional advocacy, mentoring, innovation in program development and systems, and organizational creativity. ***Please identify experiences that demonstrate your commitment to one or more of these values within an organizational setting.***