



Job Description

Job Title: Therapist – Adult Residential

Date of description: 07/01/2018

Position Supervisor: Adult Residential Program Director

Pay Grade: 17; Full-time, exempt (salary), includes benefits

Job Summary: Provide integrated therapy/counseling/education services (mental health & substance issues) for adults with co-occurring disorders, enrolled in the Adult Residential treatment program. Conduct client evaluations and discharge planning. Oversee health and safety of the treatment environment. Participate as an active member of the residential treatment team.

Essential Functions:

1. Provide individual and family therapy for program clients. **Meet with clients for 1 individual session per week (KPI).**
2. Conduct client assessment and ongoing reviews of client progress.
3. Respond to crisis situations and make appropriate interventions.
4. Provide care services during evenings, weekends, and holiday hours.
5. **Provide on-call every 6th weekend (KPI).**
6. Act as liaison and consult with community agencies and families to maintain coordination in the treatment process.
7. Conduct comprehensive assessment: **Orientation Tx plan completed within 24 hours of admit (KPI). Safety plan completed within 24 hours (KPI). Intake assessment completed within 10 working days (KPI).**
8. Participate in discharge planning and follow along post discharge. **Discharge summary completed within 10 days of consumer discharge (KPI).**
9. Complete, process and maintain all required paperwork in a timely manner, including but not limited to CDS authorizations, contact notes, assessments, discharge planning, assignments, other clinical records and reports required. **Progress notes done same day (KPI). Orientation Tx plan completed in 24 hrs. Safety plan completed within 24 hours. Intake assessment completed within 10 working days.**
10. Facilitate groups, staff meetings and treatment team as needed or requested.
11. Participate in DBT training and DBT consultation group.

Other Job Functions/expectations:

1. Participate as a team member. **Works cooperatively with others (KPI).**
2. **Demonstrate positive attitude toward clients, staff and agency (KPI).**
3. Complete all assigned tasks in a timely manner. **Uses work time efficiently and effectively (KPI).**
4. **Maintain Compliance with agency trainings/certifications (CPR, NCI, NEO) (KPI)**
5. **Maintain timely completion and compliance with Relias Learning coursework (KPI)**
6. **Attend at least 8 All Staff Meetings annually (KPI)**
7. **Maintain compliance with licensure by acquiring appropriate CEU's (KPI)**



Required Skills:

1. Effective listening.
2. **Excellent written and verbal communication (KPI).**
3. Promptness and flexibility.

Educational/Experience Requirements:

1. Master's degree in Counseling, Social Work, Psychology or related field
2. Experience working with persons with co occurring issues.
3. Experience in providing therapy/counseling for persons with co-occurring SPMI/substance use diagnoses.

Licensing or other requirements:

1. Valid driver's license. Clean DMV record.
2. Must be at least 21 years of age.
3. LMHP/LIMHP (provisional license acceptable)
4. LADC (provisional license acceptable)

Demonstrated Competencies:

1. Adaptability: Adapts to change, open to new ideas and responsibilities
2. Communications: Communicates well (written and verbal), delivers presentations, has good listening skills
3. Dependability: Meets deadlines, works independently, accountable, maintains focus, punctual, good attendance record
4. Ethics: Honest, accountable, maintains confidentiality
5. Sense of Urgency: Meets deadlines, establishes appropriate priority, gets the job done in a timely manner
6. Interpersonal Skills: Builds strong relationships, is flexible/adaptable, works well with others, solicits feedback
7. Teamwork: Accountable to team, works to meet established deliverables, appreciates view of team members, respectful