



POSITION DESCRIPTION - Mental Health Therapist

Job Description:

Provides the following services to children and families including: classroom play based intervention, conducts classroom and face-to-face assessments; creating collaborative education and success plans; linking families with community resources; establishing diagnoses as necessary.

Applies developmentally appropriate therapeutic interventions, advanced psychosocial theory and methods to individuals, families, and staff with appropriate regard for the complexity of given problems.

Responsibilities encompass the provision of advanced evaluative, preventive, therapeutic, restorative and personal care services to assist in meeting the complex needs of children and their families, thus enabling them to better utilize internal and external resources in order to achieve their optimal level of change/well-being.

Provide support, education, coaching staff to address barriers in social and emotional learning and regulation.

Remains current with best practices, industry trends and provides internal and external direction within SWICS and with local, regional, state and federal agencies.

Lead the development and ongoing support of program evaluation framework to assess the strengths of the program and to identify areas for growth.

Essential Functions:

1. Establishes rapport and develops a therapeutic relationship with children and families.
2. Provides therapy services in individual, family, and group sessions along with classroom-based interventions.
3. Provides crisis intervention and conflict resolution assistance and can differentiate between emergency and non-emergency tasks and responds accordingly.
4. Maintains appropriate professional boundaries.
5. Works with CEO for programmatic compliance to budget and other financial/enrollment/quality/outcome criteria.
6. Develops new initiatives to support the strategic direction of the organization.
7. Develops new and unique ways to improve the efficiency of program operations across the organization.
8. Participates in internal and external organization meetings and trainings as directed by the CEO.
9. Obtains bio-psychosocial history information and identifies family's needs by interviewing the family members, reviewing available records, conferring with other professionals and contacting other information sources as necessary and appropriate.
10. Analyzes and evaluation of child or family situation consistently reflects advanced competency in psychosocial assessment and diagnosis.
Assesses problems appropriately in terms of scope, consequences and needed interventions.
11. Communicates pertinent success plan information to SWICS staff as needed. Maintains an awareness of applicable laws, regulations and licensing requirements as they relate to client documentation.
Assumes accountability for providing appropriate documentation of all therapy/counseling sessions, significant incident occurrences, phone conversations, etc. consistent with applicable regulatory requirements. Therapist is responsible for the maintenance of client files.
12. Assures all needed releases of information and other paperwork is present in the file and up-to-date.
Promptly requests new or additional information and paperwork as needed.

Competencies:

1. Adaptable - Adapts to change and considers new approaches.
2. Analytical Thinking - Able to analyze problems by considering alternatives, followed by the systematic rejection of unacceptable alternative.
3. Customer Focus - Acts with customers in mind. Establishes and maintains effective relationships with customers and gains their trust and respect.
4. Dependability - Refers to the ability to be relied upon to perform a task in the way required and to complete the assigned job duties and responsibilities.
5. Job Knowledge - Refers to the amount of relevant job knowledge and skill an employee has. Includes awareness and possession or mastery of special facts, practices, manual skills and techniques and decision-making methods. How well the employee is knowledgeable of services, policies and procedures.
6. Innovation - Applies original thinking to improve processes and services.
7. High Performance - Multi tasks and thrives in a fast paced environment; works independently yet successful in a team setting.
8. Management and Leadership - Able to guide, direct, or influence people. Is resilient, persuasive and earns credibility by delegating and being adaptable. Exhibits strong strategic and operational decision making skills.

Qualifications:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and/or Experience:

Master's Degree in Social Work and an active Licensed Clinical Social Work or from or Counseling and have or will obtain a Nevada Clinical License.

Language Skills & Reasoning Ability:

Ability to read, analyze, and interpret general business periodicals, technical procedures, or governmental regulations. Ability to write reports and business correspondence. Ability to effectively present information and respond to questions from groups of managers, clients, board of directors, and the general public. Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables.

Certificates, Licenses, Registrations:

Valid Nevada Driver's License must be current in personnel file.

Physical Demands:

1. 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.
2. While performing the duties of this job, the employee must be able to relate to children on their physical level; this includes walking, standing, stopping, running, sitting, climbing, crawling, kneeling, pulling, lifting, carrying, and crouching. The employee must be able to lift 25 pounds and must be able to transport self to various locations within the community and bi-state area.