

TREATMENT SERVICES CLINICAL THERAPIST

We currently have a position open for Treatment Services Clinical Therapist. Qualifications include a Master's degree from an accredited university in Clinical/Counseling Psychology, Counseling, Social Work or related field. Prior experience in mental health treatment or residential care for children. The position summary and duties and responsibilities are listed below. Please note that this is not an inclusive list of duties and responsibilities.

POSITION SUMMARY:

The Clinical Therapist provides assessment, evaluation, and clinical counseling services for children and adolescents with emotional/behavioral disorders in a residential behavioral health setting/independent living setting. Clinical Therapists provide supervision and care under the directives of an individualized comprehensive treatment plan/service plan in compliance with all applicable directives, including but not limited to all current and thereafter amended federal, state, and local standards, guidelines, and regulations required under this position. Clinical Therapists are also required to meet agency and regulatory bodies' policies regarding documentation and best practice standards. The Clinical Therapist will report to the Therapeutic Services Director.

Organizational Duties and Responsibilities

1. Supports the mission and vision of The Kentucky United Methodist Homes for Children and Youth as evidenced by compliance with all organizational policies and procedures.
2. Supports all functions that attain and maintain accreditation and compliance with regulatory agencies.
3. Supports and facilitates positive interaction with others as evidenced by: professional maturity, respect for others, a team-centered approach, maintenance of confidential information, and an appreciation of a multicultural workplace.
4. Exhibits effective communication skills including proper use of agency communication systems.
5. Participates in appropriate professional development programs to attain and maintain professional expertise and licensure.
6. Exhibits sound stewardship by effectively managing information resources to achieve the objectives of The Kentucky United Methodist Homes for Children and Youth.

Supervisory Duties:

1. Encourage innovation, creativity, and goal setting.
2. Promotes team building and teamwork.
3. Provides on-the-job training for new employees in conjunction with the Youth Services Coordinator, Case Manager, Medical Coordinator/Nurse, other assigned Youth Care Workers, and Therapeutic Services Director, and aids in the completion of new employee's orientation packet.
4. Orients new Practicum/Intern students to agency mission, values, and particular job responsibilities.

Job Specific Duties and Responsibilities

1. Therapists will uphold and advance the values, ethics, knowledge, and mission of their profession /discipline while promoting the highest standards of practice.
2. Completes clinical documentation of treatment services and record keeping per policy and regulations on time and as assigned by the Therapeutic Services Director.
 - a. Completion of documentation of all clinical interventions including but not limited to weekly sessions, monthly narrative and progress reports.
 - b. Assessment which will include but not be limited to: initial assessment within 24 hours of admission and a comprehensive bio-psychosocial assessment at 21 days. This includes assessment of any risk of harm to self or others as well as ongoing assessment to determine any change in client needs.
 - c. Diagnosis of mental health disorders as identified by standard diagnostic criteria in the DSM V.
 - d. Development and preparation of individualized treatment plans with multidisciplinary service providers to prescribe treatment interventions, modality and frequency
3. Provide active discharge planning to include but not be limited to, providing treatment recommendations and referrals to other levels of care.
4. Demonstrates competent and professional writing skills in assessments, reports, treatment plans, progress notes, and communications to outside agencies.
5. Apprises Therapeutic Services Director of all significant incidents with children in their care, individual progress, changes in discharge plans, and any problems in providing required services to these children.

6. Provide Therapeutic Services Director with updates on timeliness of required documentation and case reviews per individual caseloads.
7. Drive clients out of town to maintain family contact, court dates, family sessions as necessary and feasible.
8. As leader of the treatment team initiate actions to change client's behavior in accordance with the client's age, developmental stage and diagnoses by:
 - a. Immediately informing Youth Services Coordinator and Youth Care Workers of the client's significant issues upon entering the program.
 - b. Use of an Individualized Comprehensive Treatment Plan with clear objectives and measurable goals.
 - c. Provide guidance and direction on treatment approaches to Youth Services Coordinators and Youth Care Workers.
 - d. Conduct regular educational training seminars/workshops for agency staff and colleagues on pertinent topics.
9. Provide treatment of mental health disorders in clients with individual, group, and family therapy services as determined by client needs and agency policy. This will include assessment and intervention for clients in crisis as a component of their clinical duties.
10. Maintain professional expertise, licensure or certification by:
 - a. Ensuring appropriate and timely renew of licensure or certification
 - b. Attending professional meetings, workshops, and seminars to enhance and maintain therapeutic skills.
 - c. Routinely reviewing professional literature and keeping current with emerging knowledge relevant to working with Severely Emotionally Disturbed adolescents.
11. Rotate On-Call Duty with colleagues, remaining physically available to respond to crises as dictated by agency policy.
12. Provides liaison services between The Methodist Home and other persons, agencies, and schools involved with the resident as dictated by policy, regulations, and best practice standards.
13. Manage each client's case from admission to discharge, including aftercare, per policy, accreditation requirements and best practice standards.
14. All other duties as assigned by supervisor.

On-Call Responsibilities:

1. Remain physically available to respond to crises as dictated by agency policy.
2. Work Saturday and Sunday of on-call week; off prior Friday and following Monday of on-call week
3. Announce to all programs you are on-duty.
4. Be available to all programs to answer questions and address staff concerns. Make certain that staff is following correct procedures.
5. Be available by phone after hours; be no more than one hour from campus at any point during on-call.
6. Ensure that staff complete Incident Reports as required.
7. If Emergency Safety Physical Interventions are utilized, debrief all staff involved.
8. Notify Therapeutic Services Director according to procedure.

Job Specifications

1. Must be at least 21 years of age.
2. Must have a valid Kentucky driver's license.
3. Prior experience in mental health treatment or residential care for children.
4. Must have a Master's degree from an accredited university in Clinical/Counseling Psychology, Counseling, Social Work or related field
5. Licensed as or eligible for licensure in KY as a Marriage and Family Therapist, Licensed Clinical Social Worker, Licensed Professional Clinical Counselor, Fee-based Pastoral Counselor, Psychologist, Psychological Associate. Those candidates without independent licensure (LCSW, LMFT, LPCC, Ph.D, Psychological Associate with Autonomous Functioning) must be eligible to work toward independent licensure and meet the eligibility guidelines of their respective regulating boards. Examples of eligibility include persons licensed as a Certified Social Worker (CSW), Licensed Professional Counseling Associate (LPCA), etc. The candidate must possess knowledge of the specific requirements of his/her licensing body including supervision requirements. Clinical therapists are required to access supervision as required by their individual licensing boards (in KY). Individuals may inquire about supervision that could be available in-house, but the individual is responsible for securing supervision if that is not available within the agency.
6. Successful completion of a thorough background check.
7. Is trained in Emergency Safety Physical Interventions (ESPI). Remains current on ESPI review. Is willing to use ESPI when necessary in keeping with agency policy.
8. Is trained in CPR and First Aid. Remains current.

Therapists will exhibit skill in the following:

- 1.) Therapists will exhibit skill in assessment as necessary to develop a comprehensive bio-psychosocial assessment/history that includes issues that are a focus of treatment.

- 2.) Therapists will exhibit knowledge of DSM V diagnostic criteria and the use of the multi-axial system utilized for the purpose of identifying mental health issues in youth in this setting.
- 3.) Therapists will exhibit skill in treatment planning that is focused on client strengths and needs as identified in the assessment process with the client. Treatment planning will define goals and objectives that are individualized to client needs with updates to reflect any change in treatment focus.
- 4.) Therapists will exhibit skill in delivery of treatment services that reflect needs of client as determined through assessment and treatment planning.
- 5.) Mentors treatment team members to develop/maintain effective skills necessary to respond to traumatized clients and support a trauma informed care system.

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.

Letters of interest with resumes for this position will be accepted through February 18, 2019 at noon (EST). If you are interested, please submit your letter of interest and resume' to Jennifer Hamilton/Human Resources @ Jennifer.hamilton@kyumh.org.