

Position: Recreational Therapist

Responsible To: Residential Services Director

Position Purpose: Plans and implements recreational therapy programs to improve the functioning of children/adolescents who have a wide variety of physical, cognitive, social, emotional, developmental or age-related needs.

Status: Exempt – Professional Category

Qualifications:

1. Bachelor of Science in Recreation with Therapeutic Recreation emphasis or Bachelor of Science in Recreational Therapy.
2. Must be a Certified Therapeutic Recreation Specialist. Licensed Recreational Therapist (preferred)
3. Meets requirements for a Qualified Professional which are: Bachelor's degree in a human services or related field from an accredited college or university and a minimum of two years supervised clinical experience working with children and families.
4. Working knowledge of the state mental health system preferred.
5. Minimum of two years experience.
6. Effective written and verbal communication skills (including computer use).
7. Detail-oriented with strong organizational skills.
8. Flexible and able to work well in crisis situations.
9. Ability to interface well with others outside the agency.
10. Has a valid North Carolina driver's license.
11. Physical adeptness to perform all job duties, including the use of physical restraints.
12. Agrees with and adheres to the General Principles and Qualifications, Section #401, in the Personnel Policies of The Children's Home.

Job Responsibilities:

Clinical/Technical Knowledge

1. Develop treatment plan to meet needs of clients based on needs assessment, patient interests and objectives of therapy. Utilizing various experiential means including but not limited to, gardening, involvement with care of animals, art, music, sports,
2. Conduct therapy sessions to improve patients' mental and physical well-being.
3. Observe, analyze, and record clients participation, reactions, and progress during treatment sessions, modifying treatment programs as needed.
4. Plan, organize, direct and participate in treatment programs and activities help them integrate into the community.
5. Obtain information from medical records, medical staff, family members and the clients themselves to assess patients' capabilities, needs and interests.

6. Instruct clients in activities and techniques, such as sports, dance, music, art or relaxation techniques, designed to meet their specific physical or psychological needs.
7. Encourage clients with special needs and circumstances to acquire new skills and get involved in health-promoting leisure activities, such as sports, games, arts and crafts, and gardening.
8. Exhibit knowledge and understanding of therapeutic group dynamics, emphasizing the Cornerstones Model (experiential, family-centered, individual, and systemic approaches) with staff in a residential context.
9. Work in consultation with other staff to foster a systemic and strength-based environment that allows for and promotes the development of healthy traits in clients and their families.
10. Regularly attend client staffings (e.g., agency and community treatment team meetings, admission assessments, psychiatric consultations, etc.)

INTERPERSONAL SKILLS

11. Function as a member of a clinical team cooperating with others to obtain common programmatic goals.
12. Establish rapport with clients/families/others.
13. Develop meaningful therapeutic relationships with children and their families.
14. Make genuine effort at establishing good working relationships with co-workers and maintain positive, problem-solving attitude.
15. Serve as a liaison to one or more of the various support services offered to children and families at The Children's Home, e.g. spiritual life, education, recreation, medical, aftercare, etc.
16. Must be flexible to meet the needs of clients (afternoon, evening and weekend sessions)
17. Work closely and cooperatively as a treatment team member
18. Displays enthusiasm and confidence in taking on tasks or challenges

DECISION-MAKING SKILLS

19. Show good judgment related to work performance and ethical behavior

DOCUMENTATION

20. Provide accurate and clear documentation of services provided, interventions used, and client progress, ensuring adherence to licensing and accrediting standards..

- 21. Submit documentation in a timely fashion.
- 22. Ensure that all required documentation is appropriately entered and updated in the client record and client database, striving toward audit-proof documentation that meets all licensure requirements.

COMMUNICATION

- 23. Facilitate the flow of information between agency staff, clients, family members, and community professionals, informing them of any relevant information in a timely and professional manner.
- 24. Demonstrate effective written and verbal communication skills.
- 25. Demonstrate active listening and communicating support to client/families
- 26. Use communication that is age appropriate and culturally relevant.

CULTURAL AWARENESS

- 27. Ensure the provision of culturally sensitive services by demonstrating knowledge of cultural issues that affect populations being service.

QUALITY IMPROVEMENT

- 28. Ensure compliance with all applicable standards of practice.
- 29. Ensure the provision of quality services through participation in The Children’s Home’s Continuous Quality Improvement (CQI) process.
- 30. Actively promote the mission, values and purpose of The Children’s Home.

The above list is not all-inclusive. Other responsibilities may become necessary in the course of working routines and therefore be required.

I have received and read this job description. I understand these responsibilities and am ready to fulfill them to the best of my abilities.

Employee Signature

Date

Authorized by:

Director of Human Resources/Supervisor Signature

Date

