

THE CHILDREN'S HOME

Position: Child and Family Therapist

Responsible To: Director Community Services

Position Purpose: To work with agency staff in creating a therapeutic milieu for children and families, including the provision of individual, group, and family therapy according to individualized service plans developed in coordination with agency and community treatment teams.

Status: Exempt – Professional Category

Qualifications:

1. Meets the requirements for a Qualified Professional which are: Master 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.
2. Licensed Clinical Social Worker strongly preferred.
3. Minimum of five years experience as a therapist working with children and families, preferably in a mental health treatment setting.
4. Strong verbal and written communication skills, including word processing skills, attention to detail, and ability to work well with others.
5. Valid North Carolina driver's license.
6. Physical adeptness to perform all job duties, including use of physical restraints.
7. Agrees with and adheres to the General Principles and Qualifications, Section #401, in the Personnel Policies of The Children's Home.

Job Responsibilities:

CLINICAL

1. Participate in the timely development of meaningful individualized service plans for clients, utilizing those plans to guide the treatment process.
2. Provide individual, group, and family therapy to clients according to individualized service plans.
3. Participate in the initial client assessment process as well as requests for transfers between services.
4. Regularly attend client staffings (e.g., agency and community treatment team meetings, admission assessments, psychiatric consultations, etc.) and provide clinical leadership that ensures quality provision of services.
5. Participate in a rotation schedule providing twenty-four hour clinical on-call services to provide necessary support and counsel in crisis situations.
6. Attend clinical meetings as required, including individual and group supervision with other therapists and the Clinical Director.

TECHNICAL KNOWLEDGE

7. Engage in evidence-based practice and continual research regarding therapeutic interventions relevant to the populations served.
8. Serve as a referral source and linkage for children and families needing additional services within the agency or community setting.
9. Demonstrate a solid understanding of systemic and strength-based practice as evidenced by day-to-day interactions with clients and other professionals.

10. Participate in program development through agency and community committee memberships.
11. Demonstrate a working knowledge of the child and family mental health system in the state of North Carolina, keeping abreast of changes and The Children's Home's position in relation to those changes.
12. Demonstrate the ability to handle confidential information in accordance with agency regulations.

ANALYTICAL SKILLS

13. Evaluate the clinical training needs of agency staff and provide clinical education and training for staff on mental health diagnoses and related treatment, working in coordination with the Clinical Director and other agency staff.

COMMUNICATION SKILLS

14. Demonstrate the ability communicate well and relate in a respectful manner with clients, coworkers, and community professionals during the course of duties.

DOCUMENTATION

15. Provide accurate and timely documentation and information related to the provision of clinical services, such as billing, reauthorizations, session notes, and other client record documentation.

INTERPERSONAL SKILLS

16. Work closely and cooperatively with other agency staff to coordinate services provided by The Children's Home (e.g., Admissions Counselors, Clinical Case Managers, direct care staff, etc.)

DECISION-MAKING SKILLS

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

CULTURAL AWARENESS

18. Ensure the provision of culturally sensitive services.

QUALITY IMPROVEMENT

19. Ensure compliance with all applicable standards of practice.
20. Ensure the provision of quality services through participation in The Children's Home's Continuous Quality Improvement (CQI) process.
21. 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:

Supervisor Signature

Date