



# Therapist

**Job Code:** 001 - 121  
**Revision Date:** Dec 21, 2018

**Salary Range:**  
\$25.93 - \$42.41 Hourly  
\$2,074.40 - \$3,392.80 Biweekly  
\$53,929.00 - \$88,222.00 Annually

**FLSA:** Exempt

## Overview

We are an agency committed to innovative behavioral health services in trauma-informed care that promote healing and recovery to instill a sense of empowerment and foster a lifelong sense of resilience.

## General Description

The purpose of this job is to perform advanced/social/mental health/IDD services work to include, but not limited to any of the following: assessments, serving as a liaison between clients; clients' families, and the community to obtain/provide assistance and rehabilitative/therapeutic treatment. This incumbent is responsible for providing active treatment including individual, family, group, crisis and substance abuse counseling.

This class works under general supervision, independently developing work methods and sequences.

## Duties and Responsibilities

**The functions listed below are those that represent the majority of the time spent working in this position. Management may assign additional functions related to the type of work of the position as necessary.**

- Conducts therapy and crisis intervention to assist consumer in reaching goals and provide necessary counseling and guidance to support behavioral changes. Crisis intervention for ensuring clients safety and referral to appropriate level of care.
- Documents services performed for billing purposes and well as therapeutic consistency.
- Prepares Person Centered Recovery plans and reviews in order to determine therapeutic goals and maintain consistency between sessions.
- Determines therapeutic needs and severity of symptoms for treatment and to meet regulatory requirements for the state.
- Participate in trainings to maintain state and organizational requirements as well as professional development to ensure best practices with consumers.
- Performs other duties as assigned.

## Minimum Education and Experience Requirements

Requires a Master's Degree in Psychology, Social Sciences or related behavioral field, supplemented by two (2) years of experience; or possession of any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities.

Experience with trauma-informed services; cognitive behavioral therapies, including DBT; and motivational therapies including the use of incentives, preferred.

### **Required Knowledge and Abilities**

Knowledge of trauma-informed theories, principals, and practices (includes multi-faceted understanding of concepts such as community trauma, intergenerational and historical trauma, parallel processes, and universal precautions), preferred.

### **Physical Demands**

Performs sedentary work that involves walking or standing some of the time and involves exerting up to 10 pounds of force on a regular and recurring basis or sustained keyboard operations.

### **Unavoidable Hazards (Work Environment)**

- None

### **Special Certifications and Licenses**

- Requires Licensed Professional Counselor (LPC), Licensed Clinical Social Worker (LCSW) or Licensed Marriage and Family Therapist (LMFT).
- Must possess and maintain a valid state Driver's License with an acceptable driving record.
- Must be able to pass a TB, criminal background and drug screen.

### **Americans with Disabilities Act Compliance**

Emergence Health Network is an Equal Opportunity Employer. ADA requires Emergence Health Network to provide reasonable accommodations to qualified persons with disabilities. Prospective and current employees are encouraged to discuss ADA accommodations with management.

### **Other Job Characteristics**

- Staffing requirements, including criteria that staff have diverse disciplinary backgrounds, have necessary State required license and accreditation, and are culturally and linguistically trained to serve the needs of the clinic's patient population.
- Credentialed, certified, and licensed professionals with adequate training in person-centered, family centered, trauma informed, culturally-competent and recovery-oriented care.

**Note:** This Class Description does not constitute an employment agreement between the Emergence Health Network and an employee and is subject to change by the Emergence Health Network as its needs change.