



## Therapist

- Fulltime Salary with benefits
- Recognizes, responds to, and understands the varying impact of traumatic stress and toxic environments on children, adults, families, and caregivers and those who interact with them,
- identifies and builds on individual, family, and community strengths,
- offers hope,
- fosters healing and recovery,
- promotes resiliency, self-sufficiency, and personal accountability.

### Program Overview

Murphy-Harpst's services are rooted in trauma informed care. This care is directed by an understanding of neurological, biological, psychological and social effects of trauma. We assess consumers to learn if trauma occurred and whether it has a role in behavioral health needs. Some trauma includes sexual, physical, emotional abuse, severe neglect, loss, witnessing violence, substance abuse, imprisoned family member, and abandonment. Understanding when trauma occurred helps us tailor our responses, treatment, and services. Trauma-informed assessments and interventions always acknowledges, respects, and integrates cultural values, beliefs, and practices.

### Position Description

This position is responsible for providing clinical services to 8-10 children/adolescents in foster care and their family as designated by the DFCS Case Manager. **The location of these services are two homes in Richmond County or two homes in the Newton/Rockdale County area.**

- Promote self-esteem
- Promote healthy boundaries
- Treat and reinforce evidenced based clinical services
- Implements effective communication through clear expectations and sharing of information
- Demonstrates concern and empathy for the needs of others
- Tracks delegated assignments
- Provide positive role-modeling to consumers and/or families:
  - Promote good hygiene and appropriate personal appearance among young adults
  - Reinforce socially acceptable behaviors
  - Teach and reinforce thoughtful decision-making skills
- Assessing consumers history of trauma, acuity, strengths and needs:
  - Screen, evaluate and triage potential consumers to determine what services/evidence-based interventions should be offered
  - Assess co-occurring disorders and make referrals to relevant services based on consumer's ASAM level
  - Provide initial clinical impressions
  - Administer Behavioral Health assessment and reassessments as needed
  - Administer Caregiver Strain Assessment
  - Administer validated assessment tools specific to evidence-based practice (TF-CBT, EMDR, DBT, ARC) as needed

- Administer/aware of ACE score and implications on service planning
- Develop and monitor IRRPs
- Evaluate and document consumer's level of functioning and progress toward attainment of goals
- Provide after-hours crisis support via telephone (On-Call)
- Coordinating Services and Collaboration:
  - Make necessary referrals to meet consumer's health, well-being, education, mental health, and employment needs (i.e. Department of Public Health, Department of Family & Children Services, Georgia Department of Labor, employment staffing agencies, local colleges and tech schools, etc.)
  - Participate in Team Meetings for all consumers/members/residents/young adults as needed
  - Collaborate and communicate with other programs in the CHRIS 180 continuum in the provision of services
  - Collaborate and consult with other providers and entities in the provision of best care services to consumers
  - Ensure therapists attend monthly Child & Family Team Meetings (CFTM) or provide treatment summary for consumer's receiving wrap services as needed
  - Advocate on behalf of consumers with other agencies to include coordinating services
  - Monitor the provision of services provided
- Specific services to consumers:
  - Provide therapy for adults, adolescents, children, and families who are referred to CHRIS 180 ICE Grant.
  - Demonstrate exceptional engagement skills and clinical expertise in providing trauma-focused mental health treatment to target consumer population
  - Provide evidence-based trauma-informed individual treatment to consumers of all ages who meet criteria for trauma services
  - Manage clinical caseload. Number of consumers on caseload is based on frequency of sessions and billable expectations within the Grant.
  - Use preventive intervention techniques when needed to prevent injury (to self or others)
  - Provide outpatient services to include: providing individual counseling, family counseling/training and/or group counseling/training to consumers with MH, co-occurring or substance abuse disorders as classified by the DSM 5
  - Facilitate groups (i.e DBT skills, anger management, etc.) as needed
  - Coach caregivers in supporting consumer through understanding the stages of change
  - Must be willing to work in the community, the clinic, school setting or other setting as needed.
- Documentation Requirements:
  - Timely documentation of all case activities in accordance with Center policy
  - Maintain detailed files and other documentation in 100% compliance with standards
  - Complete all billing expectations within designated timeframes
  - Complete monthly summaries for consumers in DFCS custody, those receiving wrap services, or any additional partnerships/grants
- Practice Requirements:
  - Adhere to the organization policies and procedures
  - Attend individual supervision weekly
  - Attend group supervision at a minimum of monthly
  - Participate in clinical consultation
  - Review case studies
- Performance and Conduct:
  - Maintain confidentiality of consumer information
  - Maintain appropriate professional boundaries (written, verbal, physical)

- Follow CHRIS 180 dress code
- Follow the CHRIS 180 Code of Ethics and the specific licensing board
- Follow mandated reporting requirements of GA Code
- Support and maintain an environment of emotional and physical safety for consumers, staff and other stakeholders at all times
- Demonstrate customer service:
  - Promote positive image of CHRIS 180 programs at all times
  - Work as a contributing and collaborative team member
  - Respond to consumer, referral and peer needs in a timely fashion
  - Answer telephone calls and emails accordingly
  - Respond to requests for information from stakeholders in a timely fashion
- Maintain Personal Information and Training:
  - Attend and participate in staff meetings as scheduled
  - Attend and participate in required trainings as scheduled
  - Maintain required certifications
  - Review, understand and responsible to program policies
  - Provide trainings as needed
  - Provide documents in a timely fashion to Human Resources
  - Report changes in status to HR as required by policy

### **QUALIFICATIONS/COMPETENCIES**

1. Master's degree in the field of social work, counseling and/or marriage and family therapy and associate licensure, or fully licensed preferred
2. An understanding of the concepts of child development and family dynamics, especially Latino culture.
3. Skilled in providing individual, family and group therapy,
4. Skilled in assisting and maintaining consumers in their family homes and/or community,
5. Ability to effectively relate to consumers, parents/custodians of all social, economic, ethnic, and educational backgrounds, with firmness, fairness and concern,
6. Solid decision-making ability as related to the safety and well-being of consumers, families, community, and staff,
7. Be guided by precedent and established policy and procedure in decision-making. This person will be required to analyze and react to difficult situations, often while under considerable stress and pressure,
8. Dependability, emotional stability and physically capable. This position requires some physical functions that are essential to satisfactory performance of the outlined job responsibilities, i.e. sitting, standing, walking, driving, speaking, hearing and the ability to physically restrain (when necessary),
9. Ability to recognize when assistance and consultation is needed,
10. Clinical expertise in child development, dysfunction, counseling, treatment planning and diagnosis is required,
11. Must be free to travel as the position demands,
12. A valid driver's license in the State of Georgia

**Reports to:** Program Manager and clinical supervision provided by Clinical Director

Salary \$50,000 to \$55,000