

Job Announcement HOMEBUILDERS® Therapist

The Institute for Family Development was founded in 1982 to develop, deliver, and disseminate research-based practices to keep children safe, strengthen families, and reduce the need for placing children into state-funded care. The Institute's HOMEBUILDERS® model of Intensive Family Preservation Services is internationally known. The model has been identified as an evidence-based practice by Washington State Institute for Public Policy (WSIPP) and the California Evidence-Based Clearinghouse for Child Welfare. The model has been designated a "model family strengthening program" by the United States Office of Juvenile Justice and Delinquency Prevention (OJJDP) and the Center for Substance Abuse Prevention (CSAP). Therapists selected to provide HOMEBUILDERS® services will receive extensive training, and will participate in ongoing quality enhancement activities.

Position Summary

Provide HOMEBUILDERS® services as delineated in the HOMEBUILDERS® Standards, including crisis intervention, counseling, skill building, concrete services, and advocacy. This position reports to the program supervisor.

Requirements

A graduate degree in human services or related field; or an undergraduate degree in human services or related field and at least two years experience working with families required. Applicant must demonstrate an ability to work with diverse individuals, exercise discretion and maintain client confidentiality, and communicate effectively verbally and in writing. Applicant must have a valid driver's license, a vehicle in good working condition, and automobile liability insurance that meets minimum agency requirements. Satisfactory completion of a criminal history background check, including no history of DUI violations, required. Current Washington State counselor credential (license, associate, or agency affiliated counselor), and First Aid and CPR certifications required. Applicant must be 21 years of age and live in the designated service area.

Primary Job Responsibilities

- Adhere to all therapist components in the HOMEBUILDERS® Standards.
- Serve families whose children are at imminent risk of placement or who are in placement and cannot be reunified without intensive in-home services.
- Provide services primarily in client homes. Travel to client homes and other locations.
- Schedule sessions at times that are convenient for families, and when problems are likely to occur, including evenings, weekends and holidays. Maintain a flexible workweek.
- Accept referrals 24 hours a day, 7 days per week. Schedule and complete client intake sessions within 24 hours of referral.
- Be available to client families 24 hours a day, 7 days per week. Obtain coverage by supervisor or supervisor's designee if unavailable for an extended period of time (e.g., 12 hours or longer).
- Provide back-up for other therapists as needed.
- Typically serve 18 families per year, working with approximately 2 families at a time.
- Provide 40 or more hours of face-to-face contact per family, over a 4-6 week period.
- Participate in weekly team consultation meeting.
- Assess safety, structure the environment and use clinical strategies designed to promote safety.
- Provide a range of clinical, concrete and advocacy services to family members that are consistent with the HOMEBUILDERS® model and the family's values, learning styles, lifestyle, circumstances and culture.
- Develop and maintain a positive, collegial working relationship with family and community members.
- Assume responsibility for motivating families and employ motivation enhancement strategies.
- Conduct comprehensive, strength-based and behavior focused assessments.
- Collaborate with family members and referents in developing intervention goals and service plans.
- Utilize research-based cognitive/behavioral strategies to facilitate behavior change.
- Utilize a variety of teaching methods.

- Advocate for and provide concrete goods and services (including transportation) that are directly related to the family's goals, while teaching family members to meet these needs on their own.
- Collaborate and advocate with formal and informal community resources and systems, while teaching family members to advocate for themselves.
- Assess goal progress and families' ongoing needs.
- Use of an online data management system for all clinical documentation.
- Complete and submit all clinical and agency documentation in a timely and accurate manner.
- Participate in all required therapist training and QUEST activities.
- Review performance data to identify needed areas for improvement.
- Work with supervisor to complete professional development plans and performance reviews.
- Comply with all IFPS contract requirements.
- Other duties as assigned.

Typical Physical Demands

- Use of office equipment, such as computers, calculators, fax and copiers.
- Ability to perform a range of physical motions, including but not limited to: sitting for long periods of time; standing; walking; and climbing stairs.

Typical Working Conditions

- Requires working flexible hours, including evenings, weekends and holidays.
- Work is performed primarily in client homes.
- Requires extensive travel to client homes and throughout the community.
- Involves exposure to tobacco smoke, domestic animals, household pests, and other conditions common to domestic environments.
- Frequent contact with staff and non-staff (e.g., client families, referring agencies, community professionals, community agencies / programs).

Rate of Pay and Benefits

The starting salary for a Master level therapist is \$31,142 – \$39,255 DOE. The starting salary for a BA level therapist is \$27,420 – \$32,917 DOE. An additional 10% may be added for bilingual skills. Excellent benefits, including: 4 weeks vacation, 12 days sick leave, 11 holidays, full medical benefits, dental benefits, and a retirement plan. Benefits are pro-rated based on FTE. Supportive work environment and excellent supervision.

Closing Date and Start Date

Positions open until filled.

Contact Information

Send all correspondence to Paula Eronson: peronson@institutefamily.org.