

Job Description
Therapist (Cowlitz County)
Part Time/Flexible Hours

Position Summary

Provide home and community based family services, including crisis intervention, counseling, skill building, and advocacy. Maintain flexible work schedule. Available to client families 24 hours a day, seven days a week.

This position is hired by and reports to program supervisor.

Responsibilities

Execute job responsibilities consistent with the agency mission, vision and beliefs.

Maintain a flexible, accessible and responsive work schedule, including but not limited to:

- On call 24 hours a day, 7 days a week to client families.
- Arrange for coverage by other therapists or supervisors if unavailable for an extended period.
- Schedule and work a flexible workweek to meet the needs of client families, including evenings, weekends, and occasional holidays.
- Schedule family meetings at times that are convenient for family members.
- Carry team back-up client emergency pager as assigned.
- Provide back-up to supervisor and other therapists as needed.
- Travel to client homes and other community locations and transport clients throughout the community.

Conduct interventions that are consistent with the agency service model (values, beliefs, structure, practices), including but not limited to:

- Schedule and complete client intake according to program contract or requirements.
- Conduct holistic, strength-focused assessment process.
- Provide a range of clinical, concrete and advocacy services to family members that are consistent with the family's values, learning styles, lifestyle, circumstances and culture.
- Be aware of and respond appropriately to potential safety issues.
- Provide in-home and on-site education and skill building activities.
- Provide culturally and ethnically appropriate family services and intervention strategies.
- Utilize motivational enhancement and cognitive/behavioral strategies.
- Utilize a collaborative goal setting and teaching approach.
- Use interventions with clients that are theoretically based.
- Use effective strategies for engaging, defusing and confronting clients.
- Assess ongoing support and service needs.

- Develop and facilitate linkages for families with community resources and informal supports.
- Provide ongoing evaluation and modification of family goals and service plans.
- Assess goal progress and family needs and resources.
- Solicit feedback and input from the family about all aspects of the intervention.
- Implement termination process at end of intervention.

Complete all clinical and agency paper work in a timely and accurate manner:

Initiate and maintain internal and external communication relationships, including but not limited to:

- Initiate and participate in individual consultation with supervisor.
- Regularly participate in staff/group consultation meetings.
- Be familiar with service resources in the community.
- Understand the services, procedures, and regulations of the other systems with which client families come into contact, including the legal, social service, health care and school systems.
- Establish and maintain positive working relationships with referring agencies.
- Represent the agency in community meetings and on interagency teams as directed.

Work collaboratively with family support assistants (FSA), including but not limited to:

- Identify and communicate expectations or activities to the FSA regarding work with client families.
- Provide direction, guidance and feedback to the FSA regarding intervention strategies and activities with individual families.
- Oversee the FSA's time spent with each family to ensure program contract or other requirements are met.
- Provide feedback to and consult with supervisor regarding the work of the FSA.

Other duties as assigned

Requirements

- Commitment to the vision, values and mission of the agency.
- Maintain client confidentiality.
- Ability to work with diverse individuals.
- Ability to work within a team and according to a service model.
- Bachelor degree in human services or related field and two years clinical experience required; MSW/MA preferred.
- Knowledge of culturally responsive practice.
- Knowledge of crisis intervention, communication, parenting skills, and cognitive and behavioral interventions.
- Valid driver's license and own transportation.
- Automobile liability insurance that meets or exceeds the Institute's minimum requirements.
- Valid Washington State Counselor Registration, Certification or License.
- Current first aid and CPR certification.
- Effective verbal and written communication skills.
- Familiarity with Word, e-mail and Internet. Familiarity with Excel preferred.

- Must live in designated service area.

Typical Physical Demands

- Use of office equipment, such as computer terminals, calculators, telephones, fax and copiers.
- Ability to distinguish letters and symbols.
- 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 the community and 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 pay for a Master level therapist is \$15.60 to \$19.67 per hour DOE. The starting salary for a BA level therapist is \$13.08 to \$16.49 per hour DOE. An additional 10% may be added for bilingual skills.

A complete job description, application form, and information about our agency are available at: www.institutefamily.org.

Closing Date and Start Date

Positions open until filled.

Contact Information

Send all correspondence to: jobs@institutefamily.org.