



JOB TITLE: Child and Family Therapist

REPORTS TO: Child and Family Therapist Supervisor

SUMMARY: Creates 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: Full Time, Exempt

QUALIFICATIONS

• Education/Experience

- Must have a valid and active license in one of the following areas: Licensed Clinical Social Worker (LCSW), Licensed Clinical Mental Health Counselor (LCMHC), Licensed Professional Counselor (LPC), or Licensed Marriage and Family Therapist (LMFT); fully licensed preferred; Provisional or Associate License required.
- Experience as a therapist working with children and families, preferably in a mental health setting, preferred.

• Skills/Competencies

- Knowledge of the techniques and principles of child and family development, family systems theory, crisis intervention, individual and family therapy, group therapy, play therapy, cognitive behavioral therapy, and trauma focused therapy.
- Demonstrated passion for serving youth and families, and the youth-serving workforce.
- Ability to establish and maintain effective working relationships with members of caseload and their families, direct reports, coworkers, and community collaborators.
- Demonstrated proficiency in the use of a variety of computer software programs (Microsoft/Google products, and Electronic Health Record (EHR) required).
- Demonstrated ability to exercise discretion and independent judgment.
- Demonstrated ability to operate well in crisis situations and knowledge of cultural issues that can affect care.
- Ability to work on diverse teams and must be flexible and willing to work with youth of all ages, races, nationalities, sexual orientations, gender identities, disabilities, and backgrounds.
- Good interpersonal, communication and organizational skills.
- Ability to laugh, be creative and have willingness to make and learn from mistakes.
- Displays enthusiasm and confidence in taking on tasks and challenges.
- Valid Driver's License, and must be willing to travel to various job related locations.

SOCIAL RESPONSIBILITIES

1. Cultivate a nurturing environment through the use of the Sanctuary Model that supports client and staff development on every level spiritually, socially, educationally, and emotionally.

2. Be aware of and willing to work with youth and families of all ages, races, nationalities, sexual orientations, gender identities, disabilities, and backgrounds and to foster diversity and inclusion in the workplace and designated program area.
3. Use the Sanctuary Model and its toolkit to continue to provide guidance towards the responsiveness and respect of diversity, multiculturalism, and inclusion across all programs and settings.
4. Be committed to using Sanctuary principles when interacting and communicating with others, in team building, giving and receiving feedback, showing initiative, working independently, and in using good judgment, problem solving and decision making.
5. Embrace technology by being willing and able to check and respond to emails/messages, prepare documentation and attend meetings via video conferencing.
6. Promote a safe, secure environment in all areas of responsibility.
7. Comply with all standards of accreditation and licensing agencies and adhere to all organizational policies, procedures and program guidelines.
8. Use Crossnore Communities for Children resources efficiently and conservatively, including time, facilities, vehicles, equipment, supplies and funds.
9. Assume responsibility for personal and professional development through appropriate use of regular supervision (individual or group), participating in meetings, maintaining continuing education requirements, licensure and certifications and attendance at classes, workshops, etc. to improve professional skills.
10. Maintain professional conduct and image to actively promote the mission, value and purpose of Crossnore Communities for Children.
11. Ensure the provision of quality services through participation in Crossnore Communities for Children Performance Quality Improvement (PQI).

JOB RESPONSIBILITIES

TECHNICAL KNOWLEDGE/CLINICAL KNOWLEDGE

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..
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 Crossnore Communities for Children's position in relation to those changes.
12. Demonstrate the ability to handle confidential information in accordance with agency regulations.

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.
14. Serve as a member of the Care treatment team.
15. Participate in community-wide projects and program development which address the needs of children, youth, and families, including public relations engagements which interpret Crossnore's program to the community.

DOCUMENTATION

16. 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, adhering to licensing, billing, and accreditation standards (including Case Record Review) as well as ensure content is congruent with treatment needs of the client.

COMMUNICATION/INTERPERSONAL SKILLS

17. Demonstrate the ability to communicate well and relate in a respectful manner with clients, coworkers, and community professionals during the course of duties.
18. Work closely and cooperatively with other agency staff to coordinate services provided by Crossnore Communities for Children (e.g., Admissions Counselors, Clinical Case Managers, direct care staff, etc. Maintaining positive, problem solving relationships.
19. Demonstrate effective written and verbal communication skills.

DAYS/HOURS OF POSITION and WORK CONDITIONS:

Typical hours are 1st shift, Monday-Friday, though the schedule is flexible based on client needs. Must be willing to work some evenings and weekends as dictated by the demands of the position, including client admissions and on-campus support. May involve contact with clients and/or family members who may be hostile, resistant, and violent.

PHYSICAL DEMANDS Light

Position may require lifting to 20 pounds at a time with frequent lifting or carrying of objects weighing up to 10 pounds. Frequent walking, standing, and sitting. Frequent reaching and/or grasping using hands and/or arms. May be required to ascend/descend stairs. Frequent use of hands requiring dexterity in using the telephone, computer keyboard, or other objects. Visual ability including distance, peripheral and depth perception. Ability to drive. Regularly required to talk and hear.

The above list is not all-inclusive. Other responsibilities may become necessary in the course of working routines and therefore be required.

_____ *I understand that this job description does NOT constitute a contract for employment and that Crossnore Communities for Children may exercise its employment-at-will rights at any time.*

_____ *I understand that this job description is a guide and not all-inclusive, and is subject to change without advance notice to me. Management may, at its discretion, assign or reassign duties and responsibilities to this job at any time, due to reasonable accommodation or other reasons.*

_____ *I have received a copy of this job description and understand the responsibilities, and certify that I am able to perform the essential functions of this position as outlined in this job description with/without accommodations.*

Employee Signature

Date

HR Representative Signature

Date