



JOB DESCRIPTION: BEHAVIORAL HEALTH THERAPIST

Job Summary

The Therapist will be responsible for providing clinical services to a wide range of individuals and families including but not limited to foster children, their biological families, foster families and/or adoptive families as well as other children, adolescents, adults and families covered by other insurance plans/payers as assigned.

Responsibilities

General:

- Contributes to Mosaic's mission, vision, and program philosophies by way of work product and professional behavior with both internal and external consumers
- Adheres to the requirements and regulations as set forth by the Texas Department of State Health Services and Texas State Board of Examiners based on clinical licensure
- Adheres to all current federal & state laws, as well as Mosaic's Policies and Procedures, including the safeguarding of confidential healthcare information and compliance with the Health Insurance Portability & Accountability Act (HIPAA)
- Reports immediately any suspected incidents of child abuse or neglect to the Treatment Director and the Child Abuse Hotline
- Establishes relationships and communicates with clients, caseworkers/probation officers, family members, and staff
- Identifies and seeks resolution for potential problems arising with all involved parties
- Maintains professional licensure as a mental health provider in good standing based on licensing requirements
- Maintains all training requirements for licensure and for Mosaic
- Attends staff/agency meetings as required
- Completes other duties as directed by the Treatment Director

Program:

- Ensures compliance with all regulatory requirements and Behavioral Health Policies and Procedures
- Assists the Treatment Director with program implementation as stated in the Behavioral Health Policy and Procedure Manual
- Makes recommendations for program improvements
- Assists the Treatment Director and other professionals in short and long-term planning for the Behavioral Health program
- Reports to the Treatment Director (or other administrative team members) as necessary regarding support services, personnel issues, fiscal considerations, etc.
- Develops professional relationships with other peers in the field
- Attends meetings and trainings as required

Clients:

- Completes initial diagnostic assessments on all clients assigned (within 14 days of intake) to determine treatment needs, as well as conducts ongoing assessments (every 6 months/annually depending on insurance) to determine when clinical goals have been achieved and service delivery is no longer indicated
- Develops initial treatment plans (within 14 days of intake) and updates treatment plans (every 90 days) to include age appropriate clinical interventions/objectives/goals that are observable and measurable
- Provides in-home and in-office therapy to individuals, family, or groups as clinically indicated
- Provides support and crisis management services as needed or as requested by supervisor
- Participates in case staffings with other service providers
- Maintains all client documentation in the electronic record
- Attends court hearings when necessary

Supervisor:	Treatment Director
Supervises:	N/A
Work Environment:	Office/foster home environment; occasional travel to other office locations
Work Hours:	This is a full-time, minimum 40 hours per week position. Work hours must be flexible to include some weekend, holiday, and evening hours
Classification:	Exempt

Education & Experience

- At minimum a Master's degree in a behavioral science or related field and a professional mental health license (i.e. LPC, LMFT, LCSW) valid in the state of Texas
- Experience with trauma informed care and family/group therapy preferred
- A minimum of one year of experience working with children, families, and other individuals with behavioral health issues

Knowledge, Skills, & Abilities

- Strong clinical skills and knowledge of the treatment issues concerning children, adolescents, adults, and families
- Experience with foster and/or adoptive children and families and knowledge of the DFPS system is preferred
- Ability to support the agency's culture, growth, and success through communication, accountability, and positivity
- Ability to be clear headed and decisive based on the scope of the position
- Ability to work efficiently and effectively both individually and as part of a team
- Ability to appropriately accept feedback through the supervision process - thus displaying the willingness to learn, grow, and improve
- Competent in using Microsoft Word, Excel, the Internet, and other software applications
- Effective oral/written communication and organizational skills
- Ability to effectively work as a part of a professional team

Additional Requirements

- Proof of valid Texas Driver's License (Type C)
- Access to reliable transportation
- Proof of valid/current auto insurance (only required for employees who transport clients)
- Copy of official state driving record
- Three (3) employment references
- Cleared criminal background check and signed statement regarding felony indictments/convictions
- Cleared TB test results (current within 12 months prior to employment)
- Cleared drug screen
- Working cellular telephone

Physical Demands

With or without reasonable accommodation, the physical and mental requirements of this job may include the following: seeing, hearing, speaking, and writing clearly. Occasional reaching with hands and arms, stooping, kneeling, crouching, crawling, frequent sitting, standing and walking, may be required for long periods of time and may involve climbing stairs, walking up inclines, and on uneven terrain. Additional physical requirements may include, frequent lifting and or moving up to 25 pounds.

DISCLOSURE STATEMENT

The above statements reflect the general details considered necessary to decide the essential functions of the job identified and shall not be construed as a detailed description of all work requirements that may be inherent in the job.

I HAVE READ THE ABOVE JOB DESCRIPTION AND UNDERSTAND THE REQUIREMENTS OF THE JOB.

Therapist Printed Name

Therapist Signature

Date

Treatment Director Signature

Date