

## JOB DESCRIPTION BEHAVIORAL HEALTH THERAPIST

### **Job Summary**

The Therapist will be responsible for providing clinical services (individual, family, group therapy as well as psycho-social assessments and CANS) 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 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 Director/supervisor and the Child Abuse Hotline
- Establishes relationships and communicates with clients, caseworkers/probation officers, family members, and staff
- Participates actively in agency quality assurance activities including performance and outcomes review, case record review, stakeholder satisfaction review, incident review, and improvement planning
- Demonstrates an awareness, appreciation and respect for diverse cultures and individual differences of clients and fellow employees; identifies culturally relevant issues and implements communications in a manner appropriate to them.
- Maintains all training requirements for licensure and for Mosaic
- Attends staff/agency meetings as required
- Attends trainings related to the responsibilities of the position
- Completes other duties as assigned

#### ***Essential Duties:***

##### **Program:**

- Ensures compliance with all regulatory requirements and Behavioral Health Policies and Procedures
- Makes recommendations for program improvements
- Reports to the 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 72 hours of intake) to determine treatment needs, as well as conducts ongoing assessments (every 6 months/annually depending on clinical need) 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:** Clinical Director/Manager  
**Supervises:** N/A  
**Work Environment:** Office/ home and or school environment; occasional travel to other office locations  
**Work Hours:** The therapist position may be a full time or part time or contract position based on needs of the program. 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 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**

- Active Texas Medicaid Number
- Valid clinical license in Texas
- Proof of valid Texas Driver's License (Type C)
- Access to reliable transportation
- Proof of valid/current auto insurance
- 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 pre-employment drug test
- Working cellular telephone

## **Physical and Mental Demands**

With or without reasonable accommodation, the physical and mental requirements of this job may include the following: frequent seeing, hearing, speaking, and writing clearly. Use of a computer for long hours. Frequent sitting, manual dexterity. Occasional lifting and moving of up to 25 pounds, reaching with hands and arms, stooping and kneeling. Ability to analyze and interpret data and write meaningful, concise reports. Ability to meet deadlines. Ability to efficiently problem solve, professionally interact with a variety of people and remain calm in stressful situations.

## **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.

Pathways does not discriminate on the basis of race, color, age, national origin, religion, creed, disability, marital status, gender, gender identity and/or expression, sexual orientation, genetic information, status regarding public assistance, military status or any other characteristic protected by federal, state or local law in any of its activities or operations. Pathways is committed to a diverse and inclusive working environment and to providing an environment free of abuse, neglect, harassment or exploitation for employees and for children, youth and families we serve.