



Qualified Mental Health Professional

Pathways Youth and Family Services is seeking a full-time **QMHP** for our **Austin, TX** location. This position provides ongoing monitoring, support and behavioral health support services to children and youth with emotional trauma, as well as to serve their families. The QMHP will engage the children and family in weekly skills training and case management (routine and intensive) service and will use a strengths-based model to develop and build skills that will help the children, youth and families function autonomously and successfully. The QMHP will work with the clinical team to develop a Service/Treatment Plan focused on the child and family's needs.

Mosaic Behavioral Health provides high-quality individual and family therapy, targeted rehabilitative services, and psychiatric care to children and families, in community settings and via telehealth. Mental and behavioral health is the largest unmet health need for children and teens in foster care.

Are you ready to join a team that's on a mission to change the lives of children and families? Want to be part of a movement that values compassion and empowerment?

Pathways Youth & Family Services is headquartered in Kerrville, TX with locations in Abilene, Dallas, Austin, San Antonio and Houston. Providing foster care and adoption services to over 10,000 children since 1992, Pathways' mission has become a reality. The organization has fulfilled its vision of thriving children, resilient families, and strong communities enduring for generations. True to its name, Pathways provides a path for youth and families to receive a comprehensive network of services through the following 4 vital programs: Foster Family Care, Adoption Services, Mosaic Behavioral Health and Residential Care.

What you will be working on (essential duties not limited to the following):

- Entering demographic data, contacts made, and other required data for all newly assigned clients into the electronic record system in a timely manner.
- Facilitating the development of an individualized Service/Treatment Plan.
- Working with child, youth and family teams to develop a Crisis Plan to ensure the safety of the child, family, and community.
- Utilizing approved skills curriculum with child, youth and family to help improve behavior
- Coordinating and facilitating ongoing child, youth and family team meetings.
- Providing 18-25+ hours of billable services per week; the Behavioral Health Specialist should expect 25 to 35 clients on their caseload depending on number of referrals. Taking initiative to request new client referrals as caseload numbers drop due to discharge and/or upcoming discharges.
- Meeting face-to-face with clients in their home, school, office and community for the provision of all services.
- Initially assessing and reassessing (every 90 days or sooner if required for reassessment) the needs of the client by completing a CANS/ANSA Assessment.

- Meeting with the client, family and all team members, and modifying the Service/Treatment Plan to reflect the changes and/or progress made.
- Keeping the family and team members informed on progress toward achieving Service/Treatment Plan goals.
- Motivating and supporting family involvement.
- Assisting client and family in obtaining any financial assistance or services for which they may be eligible under federal, state, and local regulations.
- Maintaining accurate and concise documentation of all services, contacting and collaborating with client, family and community partners.
- Providing or securing support and crisis/emergency services for the child, youth and family by phone-contact or in-person.
- Maintaining an empathic, yet professional, relationship with child, youth and family and striving to keep clients and families engaged in all services.

What you will bring along:

- Bachelor's Degree in human services or other related discipline.
- Two or more years' of prior experience working in the behavioral health field 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 work with children and families to deliver skills through approved curriculum.
- Ability to appropriately accept feedback through the supervision process - thus displaying the willingness to learn, grow, and improve.
- Effective oral and written communication skills.
- Well-organized and adaptable.
- Ability and willingness to think "outside the box."
- Effective conflict resolution skills.
- Demonstrates good insight and judgment.
- Possesses an engaging and enthusiastic personality.
- Dedicated to the success of children and family teams.
- Skilled in speaking in front of groups.
- Competence with using Microsoft Word, Excel, the Internet, and other software applications.
- Expertise in oral/written communication.

Due to the nature of our work, additional requirements include:

- Proof of valid Texas Driver's License (Type C), current auto insurance, access to reliable transportation, and good driving record.
- Three employment references.
- Cleared criminal background check.
- Cleared TB test results.
- 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. 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. Ability to remain calm in stressful situations.

What to expect:

- The majority of our team is remote or stationed at our Austin office location and our services occur via telehealth, although in person and/or in home appointments are necessary.
- We focus on career development and promotion – people are at the core of everything we do. If you are looking for a career and not just a job, you're in the right place.
- Pathways is the type of company where you can balance great work with great life. It doesn't matter if you're just out of college or your children are; we need you for what you can do.

What's in it for you? We take care of our people.

- Salary commensurate with experience.
- Affordable medical coverage for you and your family.
- Ability to craft your calendar with flexible locations and schedules for many roles.
- Generous paid time off, flex days, and holidays.
- Employer matching retirement plan.
- Work side-by-side with other knowledgeable, dedicated, and diverse teams.
- Opportunity to work remote in most positions.
- Casual work environment.
- Amazing opportunities for career progression.
- A service you can be genuinely proud of!

We would love to hear from you. Submit your resume to be considered for this extraordinary opportunity to positively impact a child's life.

Pathways is an equal opportunity employer.