



Treatment Director

Pathways Youth and Family Services is seeking a full-time Treatment Director for 3H Youth Ranch in Mountain Home, TX. This position is responsible for providing overall direction and guidance for treatment programming and management of residential therapeutic interventions for children residing at 3H Youth Ranch as well as their biological families, foster and/or adoptive families, as appropriate. 3H Youth Ranch is a 24/7 residential program serving boys up to age 17 who have severe emotional trauma and disturbances.

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 four vital programs: Foster Family Care, Adoption Services, Mosaic Behavioral Health and Residential Care.

**Are you ready to join a team that is on a mission to change the lives of children and families?
Do you want to be part of a movement that values compassion and empowerment?**

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

Program:

- Ensures treatment programming complies with applicable regulatory requirements.
- Supports the Program Administrator with program implementation.
- Makes recommendations for program improvements.
- Works with Program Administrator in providing community awareness and support for the program.
- Participates in the review of potential new clients for program admission, reviews psychological assessments and treatment history files, and provides input to Program Administrator.
- Assists the Program Administrator and other professionals in short and long-term planning for the program.
- Assists in developing and providing training of direct support professionals.
- Develops professional relationships with other peers in the field.

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 six 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.
- Performs and facilitates treatment planning and reviews.

- Provides onsite, in-home or in-office therapy to individuals, family, or groups as clinically indicated, and as appropriate to the job.
- Provides support and crisis management services, as needed.
- Participates in case staffing meetings with other service providers.
- Acts as an education liaison when needed to support residents' educational needs.
- Attend Admission, Review and Dismissal (ARD), parent/teacher conferences, court hearings, TDFPS staffing, etc., as needed.
- Maintains all client documentation in the electronic record.

Education & Experience Requirements:

- At minimum, a Master's degree in behavioral science or related field and a professional mental health license (e.g., LPC, LMFT, LCSW, RN) valid in the state of Texas.
- A minimum of three years of treatment experience working with children who have severe behavioral health, intellectual and/or other developmental disabilities including the autism spectrum.
- Experience with trauma informed care and family/group therapy preferred.

Knowledge, Skills & Abilities needed to succeed in this role:

- Strong clinical skills and knowledge of the treatment issues concerning children, adolescents, and adults dealing with emotional trauma and disturbances.
- Experience with children and families who have experienced the foster care system and knowledge of DFPS 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.
- Possess a 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 work well as a part of a professional team.

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

- Proof of valid Texas Driver's License (Type C).
- Access to reliable transportation.
- Proof of valid/current auto insurance.
- Cleared motor vehicle driving record.
- Three employment references.
- Cleared background check and signed affidavit.
- Cleared tuberculosis (TB) test results (current within 12 months prior to employment).
- Cleared drug test.
- Working cellular telephone at all times for on-call and after-hours availability.
- Physical & Mental Demands: With or without reasonable accommodation, the physical and mental requirements of this job may include the following: frequent manual dexterity, seeing, hearing, speaking, and writing clearly. Frequent reaching with hands and arms, stooping, kneeling, crouching, crawling, frequent sitting, standing and walking may be required 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 interact

with children in games, activities and in emergencies. Ability to remain calm in stressful situations.

What to expect:

- This position works on-site with occasional travel to other office locations for meetings as assigned.
- 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 are in the right place.
- Pathways is the type of company where you can balance great work with great life. It does not matter if you are just out of college or your children are; we need you for what you can do.

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

- Salary commensurate with experience.
- Affordable health 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 (floating holidays), bereavement, 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 to provide!

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.