



POSITION: Bilingual Therapist

SUMMARY: Bilingual Therapist to work with agency staff in creating 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: Exempt/Full time

QUALIFICATIONS/KNOWLEDGE/SKILLS:

- Meets the requirements for a Qualified Professional which are: Master degree in a human services or related field from an accredited college or university and a minimum of two years supervised clinical experience working with children and families.
- Fully Licensed LCAS, LCSW, LPC, LMFT strongly preferred. Provisional License Required.
- Minimum of 3 year's experience as a therapist working with children and families, preferably in a mental health setting preferred.
- Considerable 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.
- Strong verbal and written communication skills, including word processing skills, attention to detail, and ability to work well with others.
- Valid North Carolina driver's license.
- Physical adeptness to perform all job duties, including use of physical restraints.

DUTIES AND RESPONSIBILITIES:

CLINICAL/TECHNICAL

- Participate in the timely development of meaningful individualized service plans for clients, utilizing those plans to guide the treatment process.
- Provide individual, group, and family therapy to clients according to individualized service plans.
- Participate in the initial client assessment process as well as requests for transfers between services.
- 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.
- Participate in a rotation schedule providing twenty-four hour clinical on-call services to provide necessary support and counsel in crisis situations.
- Attend clinical meetings as required, including individual and group supervision with other therapists and the Chief Clinical Officer..
- Engage in evidence-based practice and continual research regarding therapeutic interventions relevant to the populations served.
- Serve as a referral source and linkage for children and families needing additional services within the agency or community setting.
- Demonstrate a solid understanding of systemic and strength-based practice as evidenced by day-to-day interactions with clients and other professionals.
- Participate in program development through agency and community committee memberships.
- Demonstrate a working knowledge of the child and family mental health system in the state of North Carolina, keeping abreast of changes and The Children's Home's position in relation to those changes.
- Demonstrate the ability to handle confidential information in accordance with agency regulations.

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

DOCUMENTATION

- 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

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

OTHER RESPONSIBILITIES

- Incorporates the Agency's commitment to the Sanctuary Model of Care, S.E.L.F Model, Self-Care, Seven Commitments and their respective tools into daily practice to create a supportive, nurturing environment conducive to clients' spiritual, social, educational, and emotional development.
- Promote a safe, secure environment in all areas of responsibility by adhering to all policies and procedures and all program guidelines pertaining to risk management.
- Show good judgment related to work performance and ethical behavior.
- Participate in TCH committees or workgroups.
- Be responsive and sensitive to the cultural and ethnic differences among staff, clients, and families served.
- Use The Children's Home resources efficiently and conservatively, including time, facilities, vehicles, equipment, supplies and funds.
- Participate in meetings per agency policy.
- Demonstrate ability to take supervision direction as well as work independently using sound judgment.
- Present a positive, helpful, and professional image of The Children's Home in personal appearance and attitude.
- Participate in regular performance evaluations and attend training opportunities to enhance professional growth.
- Assume responsibility for professional development through appropriate use of supervision (clinical/individual or group) and attendance at classes, workshops, etc. to improve professional skills.
- Ensure the provision of quality services through participation in The Children's Home's Continuous Quality Improvement (CQI) process.
- Ensure compliance with all applicable standards of practice.

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.