

Grant County Job Description

POSITION SUMMARY

Grant Integrated Services provides individual and/or group treatment services to individuals with emotional, behavioral and other mental disorders, to enhance independent choice, satisfaction and optimum participation in the community, family, and employment or education environments. This position may be required to work various hours/days of the week and is expected to work a minimum of 40 hour per week. The schedule for this position will be set by the Case Management Supervisor or designated manager and may be changed as Agency/department needs change. This position is represented by the Teamsters Local Union #760. All employees hired into this position are required to become and remain members in good standing of the Union within 30 days of beginning employment

The Therapist will be part of the interdisciplinary team which ensures the provision of intensive services for clients who pose a high risk of hospitalization and/or deterioration of mental, physical, or social functioning with an emphasis on achieving client's recovery oriented goals and maintaining successful integration in the community.

ESSENTIAL DUTIES AND RESPONSIBILITIES

The following examples of duties and accountabilities illustrate the general range of tasks assigned to the position but are not intended to define the limits of required duties. Other essential duties may be assigned consistent with the general scope of the position. Employee must comply with all County and department policies, procedures, WAC's, or other regulatory bodies.

1. Provides treatment services to identified caseload, addressing the individual's life domains and incorporating them into a written treatment plan, and assuring treatment is commensurate with clinician's education and licensure/registration.
2. Completes and maintains appropriate records which meet Washington Administrative Code (WAC), Revised Codes of Washington (RCW), other regional contracts, and all other applicable Agency requirements.
3. Meets competency level for service coding, billing requirements, and other direct service standards as established by the Agency.
4. Monitors the individual's risk to self, others, property and grave disability and refer to appropriate service.
5. Maintains strong working relationships with referring outside agencies, i.e. medical clinics, hospitals, convalescent centers, schools and other county agencies, as appropriate, to insure continuity of care for individuals served.
6. Creates individual treatment plans reflecting measurable goals, timelines and treatment outcomes, incorporating natural supports and maintains the individual's maximum level of functioning.
7. Makes referrals to appropriate resources when not provided by the Agency and are basic to the needs of the individual and coordinate services between other agencies.
8. Provides therapeutic intake services and pre-enrollment assessments to individuals within and outside the facility as appropriate.
9. Provides crisis intervention; arranging for emergency medications (when prescribed); arranging for medical services; assuring food is provided; providing or arranging transportation to services, as needed; and assisting with arrangements for other services or resources as appropriate.
10. Documents accurately in client records within established Agency timelines.
11. Provides or obtains and includes in treatment plan appropriate specialist consults per Agency requirements.
12. Assures services are provided which support the individual's rights and are compatible with the particular culture and primary language of the individual.
13. Actively participates in training and other meetings, whether in or out of office, as requested.

EDUCATION, EXPERIENCE, and LICENSING

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Any combination of education and experience may be substituted as long as it provides the desired skills, knowledge and abilities to perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Required:

- Master's Degree in Psychology, Mental Health Counseling, Marriage and Family Therapy, or Social Work with a strong emphasis in the clinical/therapy treatment of individuals.
- Mental Health Professional as outlined in current WAC's and RCW's
- At least two years of related experience in the direct treatment of individuals and families with emotional/behavioral disorders
- Strong assessment (risk, suicidal, crisis intervention and diagnostic) and counseling skills
- Demonstrated ability to respond appropriately to aggressive behaviors with least restrictive interventions
- Strong written and spoken communication skills

Preferred:

- Washington State Licensure in Mental Health, Social Work, or Marriage and Family Therapy
- Training in and application of Evidence Based Practices
- Strong attention to detail and accuracy
- Experience with a clinical computer software program
- A full range of clinical knowledge including treatment of children, adults, couples and families
- Mental Health Specialist (see WAC and RCW) specific to children, geriatric, developmental disability and ethnic minority
- Spanish Bilingual/Bicultural
- Knowledge of County and Agency policies and procedures

CERTIFICATES, LICENSES, REGISTRATIONS:

- Valid Washington State Driver's License: Must have a safe reliable vehicle with proof of automobile insurance
- Background Check: Must have an acceptable background report, at time of hire and every three years afterward
- Driving Abstract: Must have an acceptable driving report

PHYSICAL ABILITIES / WORKING CONDITIONS

Physical Abilities: Physical abilities are primarily those required of an office or administrative position: the ability to walk, sit, write, hear, and speak; operation of office equipment, including, but not limited to phone, copy machine, fax machine, computer; typing on keyboard. Specific vision abilities required by this job include close and distance vision, peripheral, depth perception. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Although not the primary focus of this position, GrIS facilities provide clinical services so all positions may be exposed to potentially verbally and physically aggressive individuals and/or environments, as well as exposure to blood, body fluids or tissues

Working Conditions: Work is primarily performed in an office setting but may include any of the Grant Integrated Services offices as well as various work locations, including schools, jails, client's homes, or community locations. Because of the variance of location, the employee may be exposed to varying temperature, odors or vapors, sub-sanitary environments (pets, second-hand smoke), and weather. This position requires travel to attend local, state and national meetings.

