

**JOB TITLE:** Clinical Therapist

**TEAM:** Emergency Services/Outpatient

**LOCATION:** Traverse City

**GENERAL SUMMARY OF POSITION:**

Northern Lakes Community Mental Health Authority (NLCMHA) recognizes the value of and employs people with lived experience and believes strongly in Recovery and a Culture of Gentleness. To this end, this position requires a commitment to creating and maintaining a culture that “Expects Recovery” and “Encourages Gentleness.”

Individuals in this clinical position are responsible for providing case coordination, individual, group and/family therapy and crisis intervention. This postion functions as a member of a team to carry out the NLCMHA’s clinical, emergency and assessment services. This postion reports to the Operations Manager or CMCO as assigned. This position provides no direct supervisory responsibilities.

**ESSENTIAL POSITION FUNCTIONS (listing Position Specific functions first):**

* Provide emergency and crises intervention services as assigned.
* Collaborate with consumers (and staff) in assessing their needs, develop treatment goals, objectives, methodologies, timeliness, and evaluate progress toward goals.
* May participate in the Access function as assigned.
* Provide consultation to other community agencies and professionals (police, courts, clergy, etc.) as needed.
* May participate in interventions, assessments, and other aspects of crisis services during and after hours as necessary.
* Participate in the planning, implementation, and evaluation of program services.
* Participate in Quality Assurance case review procedures, including consumer satisfaction.
* Provide effective individual and group therapy.
* Coordinate Person-Centered Planning. In doing so, attends total spectrum of the individual’s needs, including but not necessarily limited to, housing, family relationships, social activities, education, finance, employment, health (including special needs), recreation, mobility, protective services, and documents as appropriate. Collaborate with consumers (and staff) in assessing their needs, develop treatment goals, objective, methodologies, timeliness, and evaluate progress toward goals.
* Request, when necessary, review of the individual program plan by the individual’s interdisciplinary team.
* Maintain knowledge of mental health symptomatology, intervention, and treatment strategies.

**SUPPLEMENTARY FUNCTIONS**:

* May represent NLCMHA on internal/external committees or work groups to enhance organizational performance and development and quality of care, including Quality Improvement activities.
* May participate in community education/community caregiver activities.
* May receive and assist in resolving complaints or inquiries related to services provided by NLCMHA.

**GENERAL PERFORMANCE RESPONSIBILITIES:**

* Set priorities and make decisions, which reflect consistency with NLCMHA’s vision and mission statements, goals, values, policies, and procedures.
* Provide services and conduct tasks in accordance with terms/conditions required by the funding source, i.e., Northern Michigan Regional Entity (NMRE Contract), Michigan Department of Health and Human Services (MDHHS) CMHSP Master Contract and with applicable laws and regulations.
* Participate in approved staff development activities, in-services, and supervisory sessions.
* Maintain confidentiality and develop a trusting rapport with consumers, families/guardians, staff, and the public.
* Behave and communicate in a manner that promotes a positive work atmosphere.
* Perform duties in an accurate and timely manner.
* Maintain up-to-date documentation/records/reports as applicable for position performance accountability.
* Adjust work schedule, with supervisory approval, to meet consumer and/or NLCMHA needs.
* Maintain an awareness to provide a safe and healthy environment and will report all hazards and/or concerns.
* Accept other responsibilities and duties required by the supervisor, consistent with the accomplishment of NLCMHA’s goals and objectives and the functions of this position. Such responsibilities shall be incorporated into the job description if they involve a lengthy commitment of time or are ongoing.
* Advise supervisor if actual practice (activity) begins to deviate significantly from specified essential functions.

**QUALIFICATIONS & COMPETENCIES:**

Credentialed by NLCMHA to provide services in this professional discipline.

**LICENSING or CERTIFICATIONS:**

Must have licensure with the State of Michigan as a fully licensed professional: Licensed Masters Social Worker, Licensed Professional Counselor or Psychologist preferred. Limited Licensed Masters Social Worker, Limited Licensed Professional Counselor, or Master’s Limited Psychologist considered. Must maintain licensure.

Additional certification may be required for specialized services, such as CAC, Gerontology.

**EDUCATION & EXPERIENCE:**

Master's Degree in Social Work, Psychology, Licensed Professional Counselor from an accredited university, or a Degree in Nursing. Two years experience in a mental health related field.

**KNOWLEDGE, SKILLS, AND ABILITIES:**

* Basic knowledge of the Mental Health Code, and the structure, guidelines, and services of NLCMHA.
* Uphold NLCMHA’s Code of Conduct and professional Code of Ethics, in addition to maintaining current appropriate State licensure/registration and standards where applicable.
* Must possess professional knowledge, consistent with license or registration and demonstrate throughout employment practice equal to acceptable professional standards.
* Ability to communicate, understand and carry out oral and written directions effectively in English and clearly present information both orally and in writing on a level suitable for public groups.
* Learn community resources and identify procedures required to use a wide range of services.
* Ability to maintain effective working relationships and productively serve as a member of a team with employees and the public and handle problems courteously and tactfully.
* Ability to work effectively with employees of other agencies, Board members, advisory groups, committees, professional organizations, and the public.
* Skill in advocating on behalf of consumers, families/guardians, and the Authority with the community at large.
* Must have a working telephone, possess and maintain a valid Michigan Driver’s License, have a good driving record, automobile insurance coverage and have access to an automobile.
* Must be willing to transport agency consumers, including in own personal vehicle when necessary.

# WORKING CONDITIONS/PHYSICAL REQUIREMENTS:

# This position may require irregular hours.

# This position may require travel by personal vehicle if an agency vehicle is not available.

# The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

NLCMHA complies with the CMS Omnibus Staff Vaccination Requirements relating to COVID-19 vaccination, which can include medical/religious exemptions.

**NEW HIRE SIGN ON INCENTIVE:**

* $1,000 will be given to employees in two payments: $500 after six months, $500 after one year.
* Employee must remain in the original position they were hired in for the duration and be in good standing to be eligible.