



Position title	Department	Reports to
Primary Therapist	Outpatient	Director of Clinical Services
Employment status	FLSA status	Schedule
<input checked="" type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Temporary	<input type="checkbox"/> Nonexempt <input checked="" type="checkbox"/> Exempt	Monday - Friday - 40 hours per week Weekends as needed

Position Summary

Provides mental health and substance abuse services to individuals with psychiatric and substance use disorders. Clients include adults and adolescents.

Primary Responsibilities

- Completes individual, group and family psychotherapy.
- Works as part of a multidisciplinary team of healthcare professionals
- Works in conjunction with Outpatient Psychiatrist to provide therapy to adults and adolescents.

Essential Duties and Responsibilities

The essential functions include, but are not limited to the following:

- Provides individual, group, and family therapy using evidence-based treatment interventions and modalities including Cognitive-Behavioral Therapy and Dialectical Behavior Therapy
 - Provides education to patients and families about psychiatric and substance use illnesses, recovery, relevant post-treatment services available to clients in their local communities
 - Works collaboratively as part of a multidisciplinary treatment team sharing relevant clinical information and devising specific, individualized treatment goals and interventions
 - Involves clients and families, as appropriate, in all aspects of their care including treatment planning and aftercare coordination
 - Provides accurate and consistent documentation of client care/response in the medical record
 - Works with professionalism and respect with all clients, families, colleagues, supervisors, and visitors of HopeWay
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General Competencies (Knowledge, Skills, and Abilities)

- Works with a high degree of integrity
- Strong work ethic
- Ability to be flexible
- Strong collaborator
- Caring and compassionate
- Strong verbal and written communication skills
- Works with professionalism and respect
- Understands patient care, medical terminology, and reference tools
- Understand the importance of protected health information and will abide these confidentiality requirements.
- Be familiar with legal issues, ethical issues, and protocols for proper referral or application for various programs.
- Works with professionalism and respect with all clients, families, colleagues, supervisors, and visitors of HopeWay
- Possesses excellent analytical skills
- Communicates effectively, with professionalism and respect in a variety of formats in all areas of practice
- Critical thinking and ability to concentrate

Special Competencies (Knowledge, Skills, and Abilities)

- Knowledge of the principles of growth and development and demonstrates the skills and competency appropriate to the ages, culture, developmental stages, and special needs of the patient population served
- Advanced counseling skills in the areas Cognitive-Behavioral Therapy and Dialectical Behavior Therapy
- Thinks systemically and holistically about the treatment required for clients
- Works well with individuals who experience significant, and at times, prolonged serious psychiatric illness

Education Experience and Certification

- Fully licensed mental health provider in North Carolina.
 - College degree required
 - Two or more years in a behavioral health, substance abuse or medical environment preferred
 - Experience in a psychiatric inpatient or residential treatment center preferred
 - Current CPR and First Aid certifications
 - Crisis Management Skills
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- Knowledge of emergency and safety procedures for fire, accidents, disaster and unplanned incidents

Physical Demands and Work Environment

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

- Frequent moving from one area of campus to another and coordinating with other team members.
- Must be able to lift 15-25 pounds.
- Often standing or sitting for prolonged periods

Note

This job description in no way states or implies that these are the only duties to be performed by the employee(s) of this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by any person authorized to give instructions or assignments. All duties and responsibilities are essential functions and requirements and are subject to possible modification to reasonably accommodate individuals with disabilities.

To perform this job successfully, the employee(s) will possess the skills, aptitudes, and abilities to perform each duty proficiently. Some requirements may exclude individuals who pose a direct threat or significant risk to the health or safety of themselves or others. The requirements listed in this document are the minimum levels of knowledge, skills, or abilities. This document does not create an employment contract, implied or otherwise, other than an at will relationship.

Reviewed with employee by:

Signature: _____

Name and title: _____

Date: _____



Received and accepted by:

Signature: _____

Name and title: _____

Date: _____

The company is an equal opportunity employer, drug-free workplace, and complies with ADA regulations as applicable.
