



Job Title: Primary Therapist

Scope

Provides mental health and substance abuse services to individuals with psychiatric and substance use disorders.

Primary Responsibilities

- Completes individual, group and family psychotherapy.
- Works as part of a multidisciplinary team of healthcare professionals

Performance Requirements

- 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

General Competencies

- Works with the highest degree of integrity
- Displays a strong work ethic
- Demonstrates a high degree of flexibility
- Deals well with ambiguity
- Is a strong collaborator
- Can operate telephones, computers, and general office equipment



Core Competencies – *this position should have sufficient preparedness in the following areas:*

- A current LPC license for the state of NC
- Current CPR and First Aid certifications
- Crisis Management Skills
- Knowledge of emergency and safety procedures for fire, accidents, disaster and unplanned incidents
- Works with professionalism and respect with all clients, families, colleagues, supervisors, and visitors of HopeWay
- Is caring and compassionate
- 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
- Strong written and verbal communication skills

Special Competencies

- 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

Physical Requirements

- Works with individuals and families in a clinic office environment, within a residential health care setting, and on the grounds of the HopeWay campus
- Works with individuals who experience significant and at times prolonged serious psychiatric illness
- Frequent moving from one area to another and coordinating/communicating with other team members in various disciplines and agencies

Education, Experience and Certification

- Master's degree in a relevant human services field such as Social Work, Counseling, Psychology, or Marriage and Family Therapy from an accredited school of graduate education required
- Full licensure by the appropriate North Carolina professional licensing board required
- At least two years of experience providing assessments, psychotherapy, and aftercare planning with adult who possess complex behavioral health issues required
- Previous work completing diagnostic assessments as part of a multidisciplinary diagnostic team preferred



Protected Health Information

- Will limit access to protected health information (PHI) to the information reasonably necessary to do the job
- Will share information only on a need to know basis for work purposes
- Access to verbal, written and electronic PHI for this job has been determined based on job level and job responsibility within the organization
- Computerized access to PHI for this job has been determined as described above and is controlled via user ID and password

Chain of Authority

- Reports to the Director of Clinical Services

Schedule and Status

- Full-time, Exempt
- M-F 8:30am – 5:30pm (*may include nights and weekends as needed*)

The above statements are intended to describe the general nature and level of work being performed by people assigned this job classification. They are not to be construed as an all-inclusive list of all duties, skills and responsibilities of people so assigned.

Rev. 4/17

Printed Name: _____

Signature: _____

Date: _____

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