

GUIDELINES FOR POSITION

Position: Licensed Mental Health Therapist
(Salary dependent upon licensure and experience level)

Minimum Qualifications: Master's or Doctorate Degree in social work or similar degree. Must be currently licensed as a mental health practitioner or professional; LGSW, LISW, LICSW, LAMFT, LMFT, LPCC, or LP. Experience delivering crisis services preferred. Two or more years experience in clinical services is required.

Reports to: Senior Programs Manager

Position Purpose: To work in several clinical programs within the agency providing direct therapy and parenting skills training to prevent, intervene, and address the mental health of parents involved in the child protection system and their children.

Our Therapeutic Supervised Parenting program is focused on reunifying families separated through child protection services in order to address child welfare disparities. The majority of clients are families of color who are disproportionately represented in the child welfare system. This staff person needs to be committed to this focused effort.

To provide direct therapeutic support and in-home crisis intervention to families in crisis; in the following clinical programs: Brief Counseling, Families First, and Supportive Services to Foster Care Providers.

Schedule: Full time, primarily afternoons/evenings and 1-2 Saturdays per month

The main responsibilities include working directly with families to promote reunification and break the cyclical and generational cycles of abuse and neglect via providing therapeutic supervised parenting sessions utilizing assessments, counseling and parenting skills training techniques with families involved in the child welfare system. Additional direct client work includes in-home therapeutic crisis intervention for families just entering the child protection system, focusing on preserving and supporting the family, and providing therapeutic support and intervention to licensed foster care providers. Other duties include providing diagnostic assessments, safety and treatment plans, session and court reports, as well as regular phone communication with county workers. Additionally, team members must work collaboratively with MSW interns, often teaming cases.

The ideal candidate will have two or more years of experience with Cognitive Behavioral Therapy, Parent-Child Interaction Therapy, Narrative Therapy, Solution Focused Therapy and/or Intergenerational Family Therapy. Cultural understanding is necessary. This position will be in support of a program that will work primarily with African American and Native American families in the Twin Cities. Applicants must have knowledge of, connections to and familiarity with these communities of color. Must be a licensed LGSW, LISW, LICSW, LMFT, LP or LPCC with ideally experience in abuse and neglect and family crisis. Bilingual is a plus.

Other Job Duties: Develop and maintain sensitivity to client and employee diversity in the work place. Behave in ways that demonstrate respectful treatment of other employees and clients. Develop cultural

competence related to the services provided by the agency. Build community support for the organization by recruiting families, volunteers, and donors.

Provide Therapeutic Supervised Parenting sessions with families involved in child protection systems.

- Conduct diagnostic assessments of parents and children
- Conduct parent training and skills development sessions with the family
- Provide mental health counseling to parent and most children
- Provide session reports for use by county workers and courts as required
- Be available to provide court testimony, when required
- Create Treatment Plans for parents in program

Provide in-home therapeutic crisis intervention and supportive services to families involved in child protection systems and/or foster care systems.

- Conduct clinical assessments of parents and children
- Conduct Safety and Intervention Plans for parents and children
- Provide mental health counseling to parents and children
- Provide session reports for use by county workers and courts as required
- Refer families to appropriate community resources for continuity of care

Professional Responsibilities

- Participate as needed in staff meetings, in-service training, consultation meetings and workshops
- Complete work according to established guidelines and timelines
- Inform supervisor of potential problem situations, and suggestions for improvements in agency functioning
- Maintain continuing education and ethical and professional standards as required by MN professional mental health license and agency policies
- Contribute to the agency's overall well-being and effectiveness by fully communicating needs, ideas, and concerns directly to other team members, and manager as needed
- Participate fully as a team member in day to day tasks as well as special activities
- Other duties as assigned by supervisor and/or director

Equal Opportunity Statement and Non-Discrimination Policy

The Board of Directors of EVOLVE is committed to a policy of equal opportunity for all persons. It is the policy of the agency, in recognition of the essential rights of all children and individuals, to provide agency services without regard to race, creed, color, sex, sexual orientation, gender identity, gender expression, union or political affiliation, religion, national origin, citizenship status, age, marital status, disability, or reliance on public assistance except where a bonafide qualification exists.
