**GUIDELINES FOR POSITION**

**Position:** Licensed Mental Health Therapist

**Minimum Qualifications**: Master’s or Doctorate Degree in social work or similar degree. Must be currently licensed as a mental health professional or practitioner; LICSW, LMFT, LPCC, LGSW, LISW, or LP. third party billing credentialing and contracting experience preferred. Experience delivering crisis services preferred. Qualified candidates will have an understanding of systemic racism and racial disparities within the child welfare system, be skilled in navigating difficult, transparent conversations with clients, coworkers and colleagues, and must be committed to EVOLVE’s core values and mission.

**Position Purpose**: To provide direct outpatient therapeutic support through individual and family therapy, as well as in-home crisis intervention, resource connection and skills work with families impacted by the child welfare system and foster parents. To assist in program development in the recent opening of our mental health clinic, and ongoing exploration of grant funding for expanding child-focused programming.

**Schedule**: Flexible, Monday through Friday; daytime hours with approximately three evenings per week to meet the needs of clients.

**Essential duties:**

The responsibilities of this position include working directly with individuals and families to promote family wellness and preservation. EVOLVE serves clients involved in the Minnesota child welfare system, as well providing therapeutic supports to adoptive and foster families. We strive to support families in navigating a variety of challenges, while also recognizing and addressing disparities caused by structural oppression, societal inequities, and the intersectional needs of families. Work to address historical trauma and break intergenerational cycles of abuse and neglect via providing therapeutic sessions utilizing assessments, counseling and parenting skills training techniques. Direct client work includes in-home and clinic outpatient therapy. Additional client populations include licensed foster care providers and families and individuals who are part of the adoption circle (Post Adoption Therapeutic Services). Other duties include providing diagnostic assessments, safety and treatment plans, program development and management.

Sample duties include:

* Conduct clinical assessments of parents and children
* Develop treatment plans and provide behavioral health counseling
* Conduct Safety and Intervention Plans for parents and children
* Collaborate with and refer families to appropriate community resources
* Complete appropriate documentation, including progress notes session reports for use by county workers and courts as required

**Professional Responsibilities**

* Commitment to an anti-racist and anti-discriminatory workplace and larger society
* Participate in staff meetings, sessions related to agency’s commitment to anti-racist work and workplace culture, 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 and employ staff 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.