

THERAPIST

Location: Bastrop County, Texas

FLSA Status: Exempt

JOB DESCRIPTION

The Therapist will serve on the Multi-Disciplinary Team (MDT) as a critical leader and will be responsible for providing clinical services to our residents and their families. The Therapist will be responsible for timely completion of diagnostic assessments, treatment plans, clinical notes, and discharge summaries. The Therapist will consistently use ethical clinical judgment in all activities that represent The Refuge for DMST™. The Therapist will adhere to all requirements as set forth by the Texas Department of State Health Services and Texas Board of Examiners per the therapist's licensure.

RESPONSIBILITIES

- Provide high-quality support, clinical services, and crisis management services to the residents on their caseload.
- Complete diagnostic assessment on all residents assigned to determine treatment needs and provide ongoing assessments to determine when clinical goals have been achieved and new goals need to be identified.
- Develop treatment plans that include interventions, objectives, and appropriate, observable, and measurable goals.
- Identify and work within the timeline for authorizations from the pay source.
- Ensure all clinical documents are filed in the electronic medical record on time, complete with the appropriate clinical content.
- Participate in and contribute to all service planning, including all treatment services, trainings, supervision, and other meetings to ensure quality care.
- Work as a member of a multidisciplinary team, including internal and external partners.
- Trained to distribute psychotropic medications. The Therapist will be designated as one of the backup medication distributors.
- Acknowledge and protect resident confidentiality.
- Maintain professional licensure as a mental health provider in good standing based on licensure requirements.
- Maintain all training requirements for licensure and for The Refuge for DMST.

REQUIRED QUALIFICATIONS

- Must be at least 21 years of age.
- Master's degree or higher in a mental health field (social work, counseling, or psychology).

- A professional license to provide therapeutic services in Texas (LCSW, LMFT, LPC, PhD or PsyD).
- Strong clinical background in childhood trauma and training in DBT preferred.
- Strong clinical background in addictions and substance abuse preferred.
- Experience in facilitating group therapy.
- Prior experience working in a treatment facility, residential setting, or school with at risk youth.
- Work schedule is primarily Monday through Friday but must be able to work a flexible schedule as needed to meet work, program, and project deadlines.
- Strong interpersonal skills with the ability to be compassionate and firm and always maintain confidentiality.
- Excellent organization and planning skills.
- Commitment to the mission of The Refuge for DMST.
- Position requires driving in personal vehicle and/or agency vehicle to include freeways and highways to satellite offices, offsite meetings, and events as needed.
- Must be able to work on a flexible schedule as needed to meet work, program, and project deadlines.
- Must be physically able to use authorized Crisis Intervention techniques; able to lift up to 50 lbs., squat, sit, walk, run and be on your feet for extended periods of time.
- Must be able to obtain a valid Texas driver's license and have a safe driving record.
- Be able to pass a drug screening and obtain clear background checks, tuberculosis test or chest X-ray.

KNOWLEDGE, SKILLS, AND ABILITIES

- Ability to remain productive and maintain control under stress.
- Ability to collaborate with others in a non-coercive manner.
- Ability to analyze and organize systems.
- Ability to listen, speak, and write effectively.
- Ability to use problem-solving and decision-making skills.
- Ability to be flexible.
- Ability to work independently and part of a Multi-Disciplinary team to achieve goals.
- Ability to solve problems, make decisions, resolve conflicts, and listen.
- Ability to deal calmly in crisis situations.
- Success at managing a wide array of tasks and projects and an ability to thrive in a fast-paced work environment.
- Ability to communicate effectively and professionally, both written and verbally.
- Trained to distribute psychotropic medications.
- Thorough knowledge of the policies and procedures of The Refuge for DMST, DFPS Contract Requirements and the DFPS Minimum Standards for Residential Treatment Centers.

All employees must look out for the safety and well-being of the resident in care by reporting any issues of abuse or neglect suspected at any time to their immediate supervisor and to the DFPS Hotline at 1-800-252-5400.

The Refuge for DMST is an equal opportunity employer, committed to engaging a diverse workforce. We seek the most qualified candidates based on job-related requirements and qualifications.

This job description in no way implies that the duties listed here are the only ones the employee will be required to perform. The employee may be expected to perform other tasks, projects, and training as requested by his or her supervisor.

TO APPLY: please send resume and cover letter to apply@therefugedmst.org.