

FRESNO AMERICAN INDIAN HEALTH PROJECT

1551 E. Shaw Avenue, Suite 139 Fresno, CA 93710, PHONE (559) 320-0490, FAX (559) 320-0494

OUTPATIENT THERAPIST

Position Description

Title: Outpatient Therapist

Department: Behavioral Health

Supervised by: Director of Behavioral Health

Supervises: If applicable will supervise Bachelor's/Masters Level Intern, Associate Marriage and Family Therapist/Associate Clinical Social Worker, and Marriage and Family Therapist Trainee (if supervising any Board of Behavioral Sciences clinical hours, must be licensed for 2 year minimum)

Travel Required: Some

Salary Range: \$42,000- \$60,000 (unlicensed) and \$60,000-\$75,000 (licensed)

Type: Full-time, exempt

POSITION PURPOSE AND SUMMARY

The Therapist is responsible for coordinating mental health care services for American Indian clients. Provides assessment and counseling/therapy to eligible children and families as a member of a treatment team. The therapist identifies the social needs and coordinates linkage of clients with one-to-one therapeutic counseling regarding mental health or substance abuse issues. The therapist will be part of a multi-disciplinary team and the may provide services in the field.

ESSENTIAL DUTIES, FUNCTIONS, AND RESPONSIBILITIES

- Provides intake and initial assessment of clients referred to FAIHP
- Provides individual/family in-home, field-based therapeutic services and/or office based treatment to children, youth, families, and adults with a wide range of psychological, emotional, and behavioral problems
- Assess individual, family dynamics and home environment and prepares case notes and reports as required/needed.
- Identifies and works with a multi-disciplinary team at FAIHP and community partners to obtain resources for client(s) as needed to support treatment plan
- Participates as part of a wraparound intervention team as needed for client care
- Provides individual and group treatment, crisis intervention, and aftercare follow-up as needed/required
- Participates in case planning with other FAIHP clinicians, consulting specialists, and representatives from schools, DCFS, and other jurisdictions as required/needed
- Maintains client charts in a responsible manner and meets all paperwork deadlines as required by Indian Health Services, Department of Mental Health, other funding agencies and accreditation bodies, and agency policy (e.g. complete case notes and discharge notes on timely basis, etc.)
- Documentation must be met with 90% completion success by end of day, per agency practice standard and all timelines for data entry and chart requirements must follow behavioral health guidelines/time frames
- Implements and assists with data collection/analysis and provides recommendations for service improvements in treatment planning
- Responsible for documenting correct services provided and billing codes in order to meet billing guidelines and standards
- Keeps Director of Behavioral Health well-informed regarding activities, pending issues, and potential problems.
- Participates in and conducts in-service training, presentations, and psychoeducational groups/workshops to FAIHP staff, clients/community members, and community partners/agencies as assigned
- May provide substance use related therapeutic interventions and collaborate with off-site partnering inpatient agency
- Participates agency-wide positive outreach efforts to the community and other community agencies
- Provide trauma informed care with an emphasis on cultural sensitivity and awareness efforts related to historical trauma
- Meet goal of 25 sessions per week, per agency standard
- Completes monthly and annual reporting for grant requirements and FAIHP requirements
- Maintain renewed and current registration and licensure with the Board of Behavioral Sciences.
- Other duties as assigned or required to fulfill the purpose of the position

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- Adheres to agency policies and procedures and advances the goals of FAIHP in a manner that embodies the agency's mission and vision
- Maintains strict confidentiality of client and personnel information adhering to HIPAA, professional codes of conduct, State of California Regulations, Privacy Act, and FAIHP policies and procedures

MINIMUM MANDATORY QUALIFICATIONS, SKILLS, KNOWLEDGE, QUALITIES AND PRIOR EXPERIENCE REQUIRED

- MA in Clinical Psychology, Associate Clinical Social Worker, Associate Marriage and Family Therapist, Licensed Clinical Social Worker, Licensed Marriage and Family Therapist, or Ph.D./Psy.D in Psychology from an accredited graduate program
- California license or license-eligible preferred.
- Experience: Minimum one year clinical experience with children and families and adults.
- Strong interest in providing home-based, culturally relevant therapeutic services.
- Demonstrable ability to communicate effectively and professionally both verbally and in writing.
- Demonstrable ability and willingness to work with culturally diverse populations, youth, and other community professionals.
- Knowledge of and/or sensitivity to the needs of the American Indian/Alaska Native community.
- Valid California Driver's license and DMV report with fewer than 2 infraction points within a 12-month period and automobile insurance.

POSITION QUALIFICATION PREFERENCES

- Indian Self-Determination and Education Assistance Act (Public Law 93-638).
- Experience working with the American Indian/Alaska Native community.

WORK ENVIRONMENT

- Work environment:** The work environment characteristics described here are representative of those an employee encounters while performing the primary functions of this job. Normal office conditions exist, and the noise level in the work environment can vary from low to moderate.
- Physical demands:** The physical demands described here are representative of those that must be met by an employee to successfully perform the primary functions of this job. While performing the duties of this job, the employee is required to frequently stand, walk, sit, bend, twist, talk and hear. There are prolonged periods of sitting, keyboarding, reading, as well as driving or riding in transport vehicles. The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include reading, distance, computer, and color vision. Talking and hearing are essential to communicate with patients, vendors and staff.
- Mental demands:** There are a number of deadlines associated with this position. The employee must also multi-task and interact with a wider variety of people on various and, at times, complicated issues.

PERFORMANCE EXPECTATIONS

In performance of their respective tasks and duties all employees of Fresno American Indian Health Project (FAIHP) are expected to conform to the following:

- Uphold all principles of confidentiality and patient care to the fullest extent.
- Adhere to all professional and ethical behavior standards of the healthcare and social services industry.
- Interact in an honest, trustworthy and dependable manner with clients, employees and vendors.
- Possess cultural awareness and sensitivity.
- Meet or exceed the performance standards as set by your supervisor.
- Work independently and as a team member; consistently demonstrates professionalism, courtesy, efficiency, excellent internal and external customer service, high ethical standards and behavior that contribute to harmonious relationships.

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INDIAN PREFERENCE

FAIHP has implemented an Indian Preference in Employment Policy. Pursuant to this Policy, applicants who meet the minimum qualifications for this position and who are enrolled members of a federally recognized Tribe will be given primary preference in hiring and employment for this position. Other candidates will be considered only after all candidates entitled to this preference have been fully considered.

OTHER

All employees must maintain a current (annual) negative/inactive tuberculosis test/x-ray results on file, have a negative result on a pre-employment drug test, consent to and pass a character investigation as prescribed in P.L. 101-630, section 408 and uphold all principles of confidentiality and patient/client care to the fullest extent. This position has access to sensitive information and a breach of these principles will be grounds for immediate termination.

Disclaimer: The information on this position description has been designed to indicate the general nature and level of work performance by employees in this position. It is not designed to contain, or be interpreted as, a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to this position. Employees will be asked to perform other duties as needed.

BOARD OF DIRECTORS APPROVED BY		TITLE	Board Chairperson
AUTHORIZED BY		TITLE	Chief Executive Officer
DATE POSTED		DATE HIRED	

ACKNOWLEDGMENT

I have reviewed the content of this position description and have been provided a copy of the description. I certify that I am able to perform the essential functions of this position as outlined in this description, with or without reasonable accommodation.

Describe any accommodations required to perform these functions:

Employee (printed name)

Employee (signature)

Date

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