

Counselor

Behavioral Health Specialists

Norfolk, NE 68701

Job details

Salary - \$45,000 - \$64,000 a year
Job Type - Full-time
Number of hires for this role - 1



Full Job Description

Job Title: Therapist
Department: Outpatient Services and/or Residential
Reports To: Director of Outpatient Clinical Services
FLSA Status: Exempt

Summary The Therapist provides professional psychotherapeutic services for outpatient clients, as well as outpatient alcohol/drug abuse and addiction therapy services including alcohol/drug abuse evaluations, individual therapy, family/couples therapy, group therapy, and client and community presentations.

Essential Duties and Responsibilities include the following. Other duties may be assigned.

Service Provision:

- Provides individual, group and family counseling as assigned.
- Acquires and responds to supervision regarding therapeutic interventions and treatment planning with assigned clients as required by licensing and/or regulatory agencies.
- Advocates for their clients' rights and assists clients in ensuring that their rights are protected and preserved.
- Must meet productivity requirements set forth by the agency.
- Maintains schedule openings for evaluative services, as directed by the supervisor.
- Conducts aftercare/discharge planning when appropriate.
- Attends weekly clinical group supervision to remain aware of any changes to agency process and be a voice to the need for modifications to processes to enhance trauma informed care to our clients.
- Provides referrals to other agencies/resources appropriate to client need.

Emergency Coverage:

- Responds to the emergency needs of their clients.
- May be required to provide emergency coverage for new clients during office hours and any existing client after office hours, as assigned by the supervisor.
- Responsible for finding coverage during assigned times if they will not be in the office due to vacation, continuing education, etc.

Professional Identity:

- Attends seminars and workshops to enhance skills, knowledge, and within the guidelines of their professional licensure.
- Provides consultation, education and prevention services to other agencies and individuals as assigned by the supervisor.
- Participates in networking with other agencies and attends community meetings as deemed appropriate for the position.
- Promotes the establishment of adequate community resources and services for clients in the community.
- Obtains and maintains criminal justice provider status.
- Authorizations/Documentation:
 - Completes authorizations and reauthorizations as deemed necessary and completes all documents appropriately and timely.
 - Documents all client services/contacts in the client's clinical record.
 - Completes necessary clinical documents and evaluations within timeframes given.
 - Forwards all requested documents to referents or other entities as requested by client.
 - Develops trauma-informed care focused treatment plans in conjunction with clients and in the client's language when possible.

Agency Responsibility:

- Participates in clinical and staff meetings for the development and implementation of client treatment or for administrative purposes.
- Coordinates services as appropriate with other treatment providers within the agency when the client is receiving multiple services.
- Must comply with Agency policies and procedures, including those regarding conduct, confidentiality, and record keeping.

Certificates, Licenses, Registrations

Must have one of the following licenses

PLADC, LADC, PLMHP, LMHP, LIMPH, MSW

Must be licensed or eligible for licensure or provisional licensure as a Mental Health Practitioner and/or Licensed Alcohol

Drug Counselor or Social Worker in Nebraska. If only licensed as a Mental Health Practitioner, must be willing to acquire Nebraska licensure or provisional licensure as an Alcohol & Drug Counselor within first year of employment.

Must have or be willing to acquire Criminal Justice Provider endorsement within six months of employment. Must be a

Nebraska licensed driver with an insurable driving/safety record.

Qualifications To perform this job successfully, an individual must be able to perform each essential duty satisfactorily.

The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Knowledge of human development, family dynamics, substance abuse and appropriate therapeutic interventions.
- Knowledge of the signs and symptoms of mental disorders as defined in the DSM-5.
- Possess effective skills in interviewing, diagnosing and treatment planning.
- Possess skills in providing individual and family/couples' therapy, group therapy, and good rapport-building skills.
- Possess good oral and written communication skills.
- Ability to guide group therapy to productive areas and provide effective intervention with problematic group and/or individual behaviors.
- Possess clinical decision-making skills appropriate for client's care and safety, including seeking supervision/consultation as appropriate, and always in the case of imminent danger.
- Ability to complete required documentation within designated timeframes.
- Ability to effectively use collateral contacts and communications with referents and other authorized persons/entities, as appropriate to clients care.
- Ability to obtain authorizations for services from managed care, insurance companies, and other pay sources.
- Ability to organize work and determine priorities.
- Performs computer skills in a proficient manner.
- Must be at least 21 years of age.
- Ability to pass and maintain extensive background check required by the agency.
- Willing to obtain a flu shot annually (except for those allergic to the vaccine or who have a religious exception) or must wear a mask when agency deems appropriate due to times of high illness.
- If in substance abuse recovery, a minimum of two years continuous sobriety/"clean time" is required and maintained throughout employment.

Benefits:

- 401(k) • 401(k) matching • Dental insurance • Employee assistance program
- Flexible schedule • Flexible spending account • Health insurance
- Health savings account • Life insurance • Paid time off • Referral program
- Retirement plan • Tuition reimbursement • Vision insurance

Schedule: Monday to Friday

Supplemental Pay: Bonus pay • Signing bonus

Work Location: One location