

Residential Therapist

Behavioral Health Specialists

Norfolk, NE 68701



Job details

Salary - \$45,000 - \$65,000 a year
Job Type - Full-time

Full Job Description

Job Title: Residential Therapist
Department: Residential
Reports To: Program Director
FLSA Status: Exempt

Job Description

The Residential Therapist (RT) will provide residential alcohol/drug and addiction therapy services and/or mental health therapy such as, but not limited to; alcohol/drug evaluations, individual therapy, family/couples therapy, group therapy, and client and community presentations.

Roles & Responsibilities

Care Planning:

- The Residential Therapist will maintain a client caseload of no more than 8 clients. The RT will meet with clients individually, as well as facilitate group therapy.
- The RT will at times teach psycho-educational/lecture portions of the treatment program and alcohol/drug education as directed by the Program Director.
- The Residential Therapist will complete comprehensive Initial Assessment/Alcohol & Drug Evaluations, individual and group therapy on clients, conduct treatment planning, aftercare planning, and/or family/couples therapy sessions for his/her client caseload.
- Communicates/collaborates efficiently with family members/probation/parole/DHHS, etc. to obtain collateral information necessary for treatment of the client.
- Attends weekly clinical staffing to ensure appropriate clinical decisions are made.
- The RT will assess/evaluate their clients and provide appropriate referrals to additional BHS services and/or other agencies/resources appropriate to client need.

Authorizations/Documentation:

- The RT will consistently complete clinical documentation in accordance with timelines established in agency policy and procedure.
- The RT will complete assigned authorizations/reauthorizations and insurance calls in a timely fashion and documents appropriately.
- The RT is responsible for documenting all client services/contacts in the client's chart.

Crisis On-Call:

- The RT will provide 24-hour emergency coverage duties, in-office, or after-hours, as assigned.

Other Requirements

- Per policy & procedure, all staff are strongly encouraged to obtain an annual flu shot.
- Will successfully complete background checks/references, and must comply with agency policies and procedures, including those regarding conduct, confidentiality, and record keeping.
- Valid Nebraska driver's license and an insurable driving record and at least 21 years of age, preferred
- If in substance abuse recovery, two years of continuous sobriety/ "clean time" is preferred.
- Attends staff meetings and other meetings/supervisions, as assigned.
- Must comply with agency policies and procedures, including those regarding conduct, confidentiality, and record keeping.
- Occasional weekend availability, as assigned.

Education, Licenses and/or Experience

Master's degree (M. A. or M.S.) in counseling, social work, psychology, or a closely related field preferred. An individual with a PLADC or LADC will be considered.

Minimum certifications include either a Licensed Mental Health Practitioner (LMHP) and/or a Licensed

Alcohol-Drug Counselor (LADC) preferred. Professionals with provisional licensure are expected to complete the necessary requirements to attain full licensure. Criminal Justice provider status will also need to be attained.

Knowledge, Skills and Abilities (Competencies) To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The Knowledge, Skills, and Abilities (Competencies) required are listed below:

- The RT will possess effective interviewing, individual therapy, group therapy, treatment planning and rapport building skills; with the ability to practice empathetic listening.
- The RT will have the ability to apply critical thinking skills by using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.
- The Residential Therapist must have the ability to be influential and possess adaptive communication for the purpose of guiding and/or redirecting group therapy while applying effective interventions.
- The RT must have the ability to read, analyze and interpret clinical documentation and/or agency regulations. The RT must have strong written communication with ability to articulate in writing their thoughts, opinions, and facts with the objective of client care planning. This includes writing treatment plans, progress notes, group notes and any other clinical documentation required. Documentation must be completed within the designated timeframes.
- The RT must have strong oral communication skills with the ability to facilitate groups, lectures, and individual sessions. The RT must also can communicate information and ideas; speaking so others can understand.
- The RT will possess appropriate knowledge of signs and symptoms of substance abuse and dependence and appropriate treatment standards. Knowledge of the signs & symptoms of mental disorders and/or substance use disorders as defined in the DSM-5 to ensure case coordination occurs for clients with dual diagnoses and human service definition as per HHS/Medicaid.
- Ability to effectively network and use collateral contacts and communications with referents and other authorized persons/entities, as appropriate to client's care. The RT must possess knowledge of specialized services/resources available to persons with substance abuse/dependence, and knowledge of continuum of care for reasons related to treatment planning, discharge/aftercare planning etc.
- The RT must have the ability to apply risk management strategies and possess clinical decision-making skills appropriate for client's care and safety, including productive collaboration with supervision/consultation as appropriate, and always in the case of imminent danger.
- Ability to develop and implement specific goals and plans to prioritize, organize, and accomplish work while meeting deadlines and valuing client care and safety. This includes creative/individual care planning keeping in mind there is no "one size fits all" model in client care and planning.
- The RT must have the basic computer knowledge with the ability to navigate email, spreadsheets, E.H.R systems, phone systems, printers/copier/scanner etc.

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 • Vision insurance

Schedule: Day shift

Supplemental pay types:

- Bonus pay
- Signing bonus

License/Certification: Counseling License (Required)

Work Location: One location