



Behavior Intervention Services
PO Box 683 Willow Springs, MO 65789
(P) 573-883-6761
(F) 417-815-9405
childrenbehavioralservicesllc@gmail.com

JOB DESCRIPTION: JOB TITLE: MENTAL HEALTH THERAPIST

EMPLOYEE: _____	REPORTS TO: Clinical Director or Executive Director
PREPARED BY: Amanda Riviello, Owner	DATE: 03/01/2023
APPROVED BY: Amanda Riviello, Owner	TODAY'S DATE:

Mission & Value: Mission and Values: Our mission is to help each child strive to meet his/her absolute and fullest potential. At Children's Behavioral Services, we dedicate ourselves to providing exceptional therapy services to children and their families in Howell and the surrounding counties. We provide an interdisciplinary team that works together to support both families and their children, the community members, and one another through continuing education. We strive to serve each family with the utmost compassion, care, and respect. Each staff member works to provide an enriched, educational, and motivating environment where children can learn and grow. Each family we serve is a new opportunity to make a difference in a child's life. Each of these kids is an inspiration to all of us and there is nothing more precious than a child, so we have dedicated our careers to serving the children of the Ozarks. If you have these values, we look forward to having you on our team!

Summary: We are looking for a therapist who demonstrates patience, a caring compassion, and is motivated to provide individualized counseling therapy services to children and teens.

Job Responsibilities: This individual will be responsible for providing counseling to children with a variety of diagnoses, ages 2-21. You will be required to maintain a full-time caseload with a target of 70% productivity and participate in continuing education in order to lead the community with new treatment and evaluation techniques. You will establish and maintain a positive working relationship with families, colleagues, referral sources, and community agencies.

Qualifications:

- Master's degree or higher in a mental health discipline from an accredited college or university
- Current Missouri license that is active and in good standing as an LPCC, LMFT, LCSW, or Licensed Psychologist
- One or more years of pediatric experience
- Ability to collaborate and work in a team-based atmosphere
- Motivated to meet productivity targets and contribute to company growth
- Solid work history and consistent attendance
- Ability to effectively and professionally communicate verbally and in documentation
- CPR and First Aid Certificate or obtained within the first 60 days.
- Successful completion of background check
- Ability and desire to work in a highly diverse, fast-paced environment
- Maintains patient confidence and protects clinical operations by keeping information confidential.
- Maintains a safe and clean working environment by complying with procedures, rules, and regulations.
- Protects patients and employees by adhering to infection-control policies and protocols.

- Maintains professional and technical knowledge by attending educational workshops, reviewing professional publications, establishing personal networks, and participating in professional societies.
- Trains occupational therapy staff by providing information and developing and conducting in-service- training programs.
- Complies with federal, state, and local legal and certification requirements by studying existing and new legislation, anticipating future legislation, enforcing adherence to requirements, and advising management on needed actions.
- Contributes to team effort by accomplishing related results as needed.
- Adheres to the company's policies and procedures.
- The employee may be asked to perform duties not listed in this job description, but which are considered to be essential to the employment position.

Qualifications:

The individual must hold a current Missouri Occupational Therapy License. Current CPR/AED and BLS for Health Care certification is required. If the provider does not have a current certification, classes, and completion of the test must be completed within the first 90 days of employment.

Therapeutic Skills:

- Patience
- Ability to build rapport and interact well with children, adolescents, and adults
- Ability to work cooperatively as a therapy team member
- Ability to work well independently

Other Requirements:

- Must have reliable transportation, maintain current auto insurance and current driver's license, and be able to drive between appointments for those completing in-home or school-based services.
- Effective Listening skills
- Nonverbal communication
- Demonstrate Empathy and Respect
- Have an open-mind
- Appropriately give and receive feedback
- Ability to read and interpret parent documents and doctor's reports
- Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.
- Ability to write families letters regarding therapy services
- Ability to record and understand various data
- Ability to communicate effectively and professionally verbally and in writing
- Write session notes within a 24-hour period
- Use an iPad or computer to document session records

Physical and Other Demands:



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- The physical/ mental demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with a disability to perform essential functions.
- While performing the duties of this job, the employee is regularly required to talk or hear, sit (including on the floor at times), and use hands to write, providing assistance to clients and manipulating teaching materials.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.
- Mental demands include the ability to learn, adapt to changes, pay close attention to details, exercise discretion, and good judgment, develop options and solutions to crises and problems, gather and analyze facts, courteous and professional behavior, deal with stressful situations and adhere to company policies and procedures.
- The employee at any time needs to be able to lift, stoop, squat, kneel, and move 40+ pounds independently or a child's weight with assistance as appropriate.
- The employee at any time needs to be able to implement physical and nonphysical crisis intervention procedures according to company-specific crisis intervention training.

Work Hazards:

- Clients may engage in challenging behaviors which may pose a risk of injury to staff. Behaviors may include but are not limited to physical aggression, property destruction/throwing items, and challenging behaviors involving bodily fluids. The Occupational Therapist will seek assistance from a Board Certified Behavior Analyst to reduce unwanted behaviors.

Job Setting:

- Sessions with clients may take place in a variety of settings, including but not limited to: clinic, client's home, outdoors, school, and community (i.e., stores, day programs).

** In-home and school-based services will be determined on the need and discretion of staff and providers.

Evaluation:

The performance of this job will be evaluated regularly. All employees are subject to a 90-day probationary period of employment upon hire. A 6-month evaluation will be completed for new staff. An annual performance review will be conducted with a possible yearly raise based on the salary schedule.

I acknowledge that I, _____, have read the above job description and am able to perform this job as described above.

Printed Name

Signature

Date

Employee Signature