



JOB DESCRIPTION

Title: Therapist
Classification: Full-time/Exempt
Reports To: Program Manager

Overview

POWER's mission is to help women reclaim their lives from the disease of addiction to alcohol and other drugs, and to reduce the incidence of addiction in future generations. We are an agency committed to providing quality gender-responsive, trauma-informed treatment and recovery supportive services to women with substance use and co-occurring disorders.

The Therapist, who is a member of the Treatment Team, is responsible for working with women in treatment in a manner that is gender-responsive and trauma-informed, to help them develop an individualized treatment plan and achieve their goals and objectives, by learning the skills necessary to live free from the burden of addiction.

Essential Duties and Responsibilities

- Conduct comprehensive bio-psychosocial assessments, which, together with screening, level of care assessment, and other initial diagnostic interviews and strategies; drive treatment planning.
- Together with clients, help to identify needs and develop individualized, strength-based treatment plans that reflect client's goals and objectives. Review and update Treatment Plans as required.
- Provide individual and group therapy.
- Provide family education and counseling.
- Provide drug and alcohol education and facilitate psycho-education groups and life skills development classes as needed.
- Work with the consulting psychiatrist to ensure that clients' behavioral health needs are being addressed and help to facilitate and integrate the psychiatrist's recommendations.
- As a member of the treatment team, using a strength-based and trauma-informed approach, works collaboratively with the clients and other treatment team members (internal and external) to help support clients in their treatment and recovery.
- Is knowledgeable about and remains in compliance with internal and external policies, procedures, regulations, and standards; including, for example, all of POWER's policies and procedures and Quality Assurance Plan, BDAP requirements, State Licensing standards, County Monitoring requirements, and managed care regulations.
- As needed, conduct screening and assessments, utilizing PCPC criteria, to determine the appropriate level of care. Based on the assessments, refer clients to the appropriate treatment programs and agencies.
- Complete paperwork requirements and maintain quality, up-to-date clinical records.

- Participate in all staff development and training as required.

Requirements

- Master's Degree in Social Work, Counseling or related field, and a minimum of two (2) years clinical experience in a drug and alcohol or mental health setting; or Bachelor's Degree in Social Work, Counseling or related field, and a minimum of three (3) years experience in a drug and alcohol or mental health setting. LCSW or LPC preferred for master-level candidates and CAC preferred for bachelor-level candidates.
- Experience in a women-centered treatment environment or with gender-responsive care preferred.
- Experience with trauma-informed services; cognitive behavioral therapies, including DBT; and motivational therapies including the use of incentives, preferred.
- Personal recovery experience not required, however, knowledge of recovery support systems and 12-Step programs preferred.
- Strong interpersonal and engagement skills.
- Strong organizational and time-management skills.
- Excellent written and verbal communication skills.
- Value for and ability to deliver excellent customer service.
- Good computer skills; experience with an EMR system a plus.
- Valid PA driver's license.
- Self-directed and flexible to meet the needs of administration and management, and ability to manage multiple tasks.
- Understand and support a trauma informed system of care.
- Model and support clients and staff in health and wellness activities and with using healthy coping skills.
- Support organization's mission with a sensitivity of cultural diversity and workplace harmony.
- Ability to secure Act 33 and 34 clearances.

Working Conditions

- Ability to work in POWER's various program sites and offices.
- Ability to work the hours necessary to complete the work.
- Ability to climb stairs and lift light boxes.

Disclaimer

- Nothing in this job description restricts management’s right to assign or reassign duties and responsibilities to do this job at any time.
- This job description reflects management’s assignment of essential functions; it does not restrict or prescribe the tasks that may be assigned.
- Critical features of this job have been described in the narrative. They may be subject to change at any time due to reasonable accommodation or other reasons.

POWER is an equal opportunity employer and provider

Employee Signature: _____

Date: _____

Supervisor Signature: _____

Date: _____

(Revised 08/15)