



## **Job Description**

### **CSCT – Therapist**

**General Objective:** As the lead member of a two person team, the CSCT Therapist provides an array of services for youth focused on improving the youth’s functional level by facilitating the development of skills related to exhibiting appropriate behaviors in the school and community settings. Services are primarily provided in the school setting, and may also be provided in the home and/or community. Services are also provided throughout the year. The Therapist will be responsible to the designated Clinical Supervisor at the Dan Fox Family Care Program.

### **Responsibilities:**

- Conduct clinical assessments to determine need and eligibility for CSCT services.
- Develop and maintain Individual Treatment Plans.
- Provide evidence-based individual, group, and family therapy.
- Coordinate and participate with identified Treatment Team Members which include the CSCT Therapist, school administrator or designee, parent(s) or legal representative/guardian, the youth (as appropriate) and other providers or involved parties as requested by the parent(s) or legal representative/guardian or agencies.
- Provide and/or direct behavioral interventions.
- Direct crisis intervention services during time the youth is present in a school owned or operated facility.
- Develop and direct Crisis Plans that identify a range of potential crisis situations with a range of corresponding responses including physically present face-to-face encounters and continuously available telephonic response.
- Work closely with school officials and designated staff to facilitate referrals and prioritize and coordinate services.
- Inform youth and parent(s) or legal representative/guardian of Medicaid requirement to coordinate CSCT services with other concurrent services (i.e. home support services, outpatient therapy, and substance use treatment).
- Facilitate referrals for additional services when warranted.
- Maintenance of accurate and current documentation required for clinical, billing, and data collection.
- Other duties as assigned.

### **Minimum Knowledge, Skills and Abilities Required:**

- Working knowledge of evidence-based treatment and intervention strategies.
- Experience in providing individual, group, and family therapy.
- Working knowledge of community resources and agencies serving children and families.
- Demonstrated ability to effectively engage and work with youth and adults.
- Ability to work collaboratively in a team setting.
- Strong organizational skills and ability to manage multiple tasks.
- Ability to respond and address urgent situations.
- Ability to maintain appropriate professional boundaries and project professionalism and competence.

- Excellent verbal and written communications skills.
- Working knowledge of health care administration and clinical record practices, quality improvement programs, and HIPAA practices and policies.
- A high level of interpersonal skills necessary to listen and communicate effectively with all levels of staff, other professionals, the general public in handling sensitive issues or gathering and exchanging information.
- Ability to handle sensitive issues and gather and exchange confidential information while adhering to privacy and confidentiality policies and procedures.
- Ability to use Personal Computer with Microsoft operating system.

### **Education, and Licensing Requirements:**

- Master's Degree and Licensed in the State of Montana (LCSW or LCPC) or a Licensed Candidate in the State of Montana.
- A minimum of 2 years experience providing direct care to youth and families.
- Experience with provision of services in a school setting preferred.
- A valid Montana Driver's License.

### **Working Conditions:**

- Generally works Monday through Friday in the school setting, with some evening and weekend hours. Role does require being available to monitor and check processes while not at work as well as respond to calls after hours.
- Demands that are conflicting in nature and frequent pressure to resolve and/ or answer problems and questions quickly and accurately. Occasional travel out of town for longer than one day.
- Ability to lift 50 pounds as needed.
- Ability to climb stairs as needed.

### **Employee Classification, Compensation and Benefits**

- This position is a Full-time, Professional, Exempt position.
- Compensation is based on range establish in the Youth Homes Salary Schedule and will be negotiated based on qualifications and experience.
- Youth Homes provides a generous benefit package inclusive of:
  - Annual Leave, Exceptional Leave, Educational Leave
  - Health, Dental, Vision, Long-term Disability and Life insurance.
  - Health Savings Account and 401(k) options with agency match.