



Job Title: CSCT Therapist

Program: Dan Fox Family Care Program

Reports to: Clinical and Program Director

Effective Date:

Job Summary: 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 be provided in the home and/or community. Services are also provided throughout the year.

Supervisory Responsibilities:

- None.

Duties/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.

Required Skills/Abilities:

- 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.
- Ability to respond and address urgent situations.
- Ability to maintain appropriate professional boundaries and project professionalism and competence.

- Working knowledge of health care administration and clinical record practices, quality improvement programs, and HIPAA practices and policies.
- Ability to handle sensitive issues and gather and exchange confidential information while adhering to privacy and confidentiality policies and procedures.
- Excellent verbal and written communication skills.
- Excellent interpersonal skills.
- Excellent organizational skills and attention to detail.
- Excellent time management skills with a proven ability to meet deadlines.
- Strong analytical and problem-solving skills.
- Strong supervisory and leadership skills.
- Ability to prioritize tasks.
- Ability to function well in a high-paced and at times stressful environment.
- Proficient with Microsoft Office Suite or related software.

Education and Experience:

- 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.

Physical Requirements:

- Ability to lift 50 lbs. as needed.
- Ability to climb stairs as needed.

Employee Classification, Compensation and Benefits:

- This position is a Full-time, Exempt position.
- Compensation is based on range established in the Youth Homes' Salary Schedule.
- Youth Homes provides a generous benefit package inclusive of employer funded:
 - Annual Leave, Exceptional Leave, Educational Leave.
 - Long-term Disability and Life insurance.
- Employer contributions to:
 - Health Insurance.
 - Health Savings Account
 - 401(k)
- Available access for employee funded:
 - Dependent care flex account.
 - Dental insurance coverage.
 - Vision insurance coverage

Employee Signature:

Date: