



# Job Description

<b>Job Title:</b>	Therapist/Supervisor	<b>FLSA Status:</b>	Salary, Exempt
<b>Program:</b>	RTC/Group Home	<b>Group:</b>	RTC/Group Home
<b>Location:</b>	Main Campus	<b>Reports To:</b>	Program Director
<b>Position Type:</b>	Regular Full-Time	<b>Supervises:</b>	Core Direct Care Staff

## Summary

The Therapist/Supervisor is directly responsible for providing therapeutic services to residents, case management (which includes intake and discharge planning, regular communication with resident CPS caseworkers, legal teams, and/or family members and attendance and participation in academic meetings), practicing milieu management strategies and supervising direct care staff. The Therapist/Supervisor is responsible for case planning, treatment implementation and crisis management through use of the TBRI® model, sees residents for therapy a minimum of once a week and facilitates group sessions 1-3 times weekly depending on program requirements. Supervisor duties include providing individual supervision weekly to core staff, leading team meetings on Wednesdays, leading training for all core staff and providing clinical advancement opportunities for staff. Milieu Management responsibilities include developing cottage programming, maintaining a clean and safe environment, assessing holistic needs of residents and implementing cottage structure and routine. The Therapist/Supervisor will ensure agency compliance with all applicable Licensing standards, DFPS contract requirements and organization policies, procedures and practices.

## Essential Job Functions & Expectations

### Roles and Responsibilities (please see Practice Guide for more information)

- Provides therapeutic services and case management to residents through use of the TBRI® model
- Practices Milieu Management strategies
- Supervises core direct care staff
- Ensures agency compliance with all applicable licensing standards
- Operates at all times within the boundaries of the organization's policies, procedures and practices

### Required Knowledge, Skills and Abilities

- Ability to effectively resolve problems or issues using judgment that is consistent with standards, policies, procedures, regulation and/or government law
- Knowledge of applicable Licensing and Program standards
- Physical ability to complete Emergency Behavioral Intervention training and safely administer physical restraints
- Demonstrates rapport and psychological sensitivity towards residents
- Ability to implement treatment plans and develop appropriate resident behavioral management skills in order to carry out these plans
- Possesses integrity and compliance – can be relied upon to act ethically
- Ability to interface will all levels of the organization
- Must be able to pass First Aid and CPR courses

### Qualifications and Education Requirements

- Master's degree in behavioral sciences: LCSW or LPC licensure; must have a minimum of LMSW or LPC-Intern and have the ability to obtain full licensure within 3-6 month time frame
- At least three (3) years child care experience with children or adolescents in a children's residential program with responsibilities including case planning, implementing and carrying through on treatment activities, setting behavioral limits and managing behavior
- Experience in formulating service plans and goals, implementing them and carrying them out
- Experience in supervising or teaching child care staff
- Must meet personnel requirements as outlined by the Texas Department of Family and Protective Services [Minimum Standards for Residential Operations](#)
- Have a valid driver's license and less than 2 moving violations and/or 1 accident within the past 3 years
- Must have and maintain current auto liability insurance

### Preferred Qualifications and Education Requirements

- LCSW or LPC licensure
- At least two (2) years of experience in a child care or child treatment role, preferably 24-hour child care

- Understanding of the range of treatment modalities in 24-hour children’s care
- CPR/First Aid certification

**Essential Physical Requirements/Working Conditions**

Subject to both inside and outside environmental conditions. Must be able to lift and/or exert up to 40 pounds of force occasionally, and/or up to 25 pounds of force frequently. Position frequently involves walking, standing, sitting, stooping, lifting, reaching, kneeling, crouching, speaking and repetitive motion. Position may occasionally involve running, climbing, balancing and crawling. May regularly be involved in the physical restraint of an adolescent and/or adult person--must possess the physical capability needed to safely administer restraints. Must have close visual acuity (corrected or uncorrected) so as to perform reading and transcription; perform visual inspections; operate a motor vehicle. Must be able to hear so as to receive detailed information through oral communication; receive information through electronic, telephone and/or radio frequency; respond quickly to emergency support requests.

**Equal Employment Opportunity Statement**

Diversity creates a healthier environment: equal opportunity employer. We strictly prohibit unlawful discrimination during recruitment, hiring, compensation, promotion or any other condition of employment, on the basis of race, color, creed, ancestry, national or ethnic origin, religion or belief, sex (including pregnancy), sexual orientation, gender identity or expression, marital status, disability, age, past, present or prospective military service, medical history or genetic information, socio-economic circumstance or any other characteristics protected by law. We maintain a drug-free and alcohol-free workplace.

**Disclaimer**

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time, with or without notice.

Job Title:	Therapist/Supervisor		
Last Updated By:	Renee Randolph, HR Director	Date:	03/08/2018
Reviewed By:	Leadership Team	Date:	05/23/2018
Approved By:	Darcie DeShazo, Executive Director	Date:	06/15/2018
Employee Signature:		Date:	