



## Therapist/Supervisor 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

### Functions & Expectations

#### Essential Job Deliverables:

- 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 with 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 preferred; must have a minimum of LMSW or LPCi 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
- Valid Driver License and auto liability insurance required

#### Preferred Qualifications and Education:

- Master's degree in behavioral sciences: LCSW or LPC licensure preferred; must have a minimum of LMSW or LPCi and have the ability to obtain full licensure within 3-6 month time frame
- 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.

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Last Updated By:	Renee Randolph	Date:	03/08/2018
Reviewed By:	Leadership Team	Date:	05/23/2018
Approved By:	Darcie DeShazo, Executive Director	Date:	06/15/18
Employee Signature:		Date:	