

JOB DESCRIPTION

Position: Program Clinician (2 FTE)

FLSA Status: Exempt

Division: Behavioral Health & Community Services (BH&CS)

Location: FEP Program (Brockton)

Supervised By: FEP Program Director

General Statement of Duties: The Family Therapist is responsible for providing intensive in-home family therapy following the NAVIGATE model. Family Therapist will provide services to families and youths experiencing their first or early episode of psychosis.

Responsibilities:

1. Participate in DMH hand off, complete intake with families and youths.
2. Conduct a comprehensive strengths-based bio-psycho-social assessment to document family journey, youth and family vision, and prioritized needs.
3. In collaboration with the family team, develop, implement, and monitor a youth/family-driven care plan.
4. Conduct in-home family therapy with youth and families, following NAVIGATE model of care for early psychosis.
5. Maintain electronic health records and all required documentation including but not limited to weekly progress notes, comprehensive assessments, release (s) of information, and transition summaries.
6. Participate in weekly supervisions and team meetings, case consults as needed.
7. Work with team members to refer and link youth and families to appropriate community supports as identified in the individualized care plan including medical, educational, social, therapeutic, youth/family-centered services
8. Attend and actively participate in all training/coaching opportunities and requirements, including for NAVIGATE, BAMSI, and DMH
9. Identify FEP risk factors, improve team communication and foster professional growth. Provide guidance and support to all team members as needed.
10. Assist the family through psycho-education strategies on how to navigate the mental health system and develop team of natural supports.
11. Participate in the rotation of the 24 hour on-call system and be available for telephone consultation to provide timely and effective crisis support/remote intervention services to youth and families.
12. Work with other BAMSI programs and the Mobile Crisis Intervention Unit to provide coordinated and comprehensive crisis diversion and level of care assessments.
13. Establish and maintain collaborative relationships with community providers, community organizations, state agencies, Community Service Agencies, and other programs within the BH&CS division to ensure a comprehensive and consistent treatment approach.
14. Files 51As with support from supervisor as required by mandated reporting guidelines.
15. Maintain regular and timely attendance, professional boundaries, quality clinical service and high professional standards at all times.
16. Perform all duties consistent with BAMSI/DMH policies and procedures. Execute duties to reflect reasonable safety standards. Universal/standard precautions must be utilized and training obtained in areas that constitute risk. Perform other related work duties as needed or as assigned by supervisor and/or designee.

Qualifications:

- Master's Degree in Social Work, Mental Health Counseling, or Marriage and Family Therapy
- Three to five years of experience working with youth and families in a behavioral health setting required.

- Experience working in an environment that is youth and family driven.
- The ability to speak one or more languages (Cape Verdean, Haitian Creole, and Spanish) preferred.
- Three to five years' experience working with various state systems, including DMH, DCF, DDS, MCI, and DYS required.
- Ability to communicate effectively with service providers and administrators, to work independently and as part of a team, and to embrace the youth mental health system of care principles.
- Working knowledge of the wraparound process and systems of care principles required.
- Must be willing to obtain certification in the Massachusetts Child and Adolescent Needs and Strengths (CANS).
- Broad understanding of DMH mandated regulations.
- Understanding and experience working with clinical challenges specific to a mental health diagnosis such as Psychosis, Depression, Mood Disorder, Bipolar, Schizophrenia, ADD/ADHD, Conduct Disorder, Anxiety, etc.
- Strong administrative skills, knowledge of MS Office, navigation of electronic health records, written/oral communication, detail-oriented, and ability to flex work schedule to meet the needs of youth and families as necessary.
- Valid driver's license, own means of transportation, and willingness to travel at least 60% of the time required.