



Emergence Health Network

El Paso Center for Mental Health/Intellectual Disabilities

Lead Therapist

Job Code: LTher - 124

Revision Date: November 15, 2022

Starting Salary: \$35.06 hourly; \$72,922 annually

FLSA: Exempt

Overview

We are an agency committed to innovative behavioral health services in trauma-informed care that promote healing and recovery to instill a sense of empowerment and foster a lifelong sense of resilience.

General Description

The purpose of this job is to assist the Director of Clinical Support Services in the coordination and implementation of clinical services offered to EHN consumers by Licensed Professional Counselors, Licensed Clinical Social Workers, Licensed Marriage & Family Therapists, Peer Support Specialists, volunteers and student interns. Responsible for staff training and supervision of EHN Clinical Services team as deemed appropriate. Position requires Lead Therapist to provide direct care service as an LPHA conducting assessments, diagnosing, and conducting individual, group and family sessions as well as supervising employees on a one on one and/or group basis. He or she will be the primary contact person for clients and families and will spearhead efforts to engage clients in treatment. The Lead Therapist primary goals are to build a positive relationship with participants and assist them in developing their abilities for self-management. The Lead Therapist will work with participants using a shared decision-making process to develop and modify treatment plans. The Lead Therapist will provide support, education, consultation, and basic services to participants and their families. With younger individuals, work with families will be more prominent since they play a pivotal role in the individuals' lives during adolescence and the first years of adulthood. The Lead Therapist will monitor, oversee, and supervise the team-based process.

This class works under general supervision, independently developing work methods and sequences.

Duties and Responsibilities

The functions listed below are those that represent the majority of the time spent working in this position. Management may assign additional functions related to the type of work of the position as necessary.

- Supervises, directs, and evaluates assigned staff, processing employee concerns and problems, directing work, counseling, disciplining, completing employee performance appraisals, and chart audits.
- Provides clinical supervision to including orientation and training, individual and group supervision and evaluation of performance.

- Assists with recruitment, hiring, and training of staff and volunteers/students.
- Coordinates and/or provides training, and other related staff development activities.
- Maintains compliance with supervision requirements. Responsible to establish and maintain hourly tracking system.
- In collaboration with Program and Clinic Managers, assures coordination and collaboration among peer and internship programs and services, and provide support to an integrated case-management approach to client services.
- Co-signs clinical documentation (assessments, treatment plans, progress notes, discharge planning, etc.) when required.
- Participates in and facilitates leadership meetings as appropriate.
- Stays informed of and disseminates to staff information related to the legal and ethical issues involved in the counseling and psychiatric field.
- Ensures that Requests for Records is completed in a timely manner.
- Licensure/registration/certification and CBT competency must be maintained at all times.
- Other duties as assigned.

Minimum Education and Experience Requirements

Requires a Master's degree in Psychology, Social Work, Counseling or a related subject supplemented by one (1) year of supervisory experience and three (3) years of experience in direct use of pragmatic (i.e., structural, strategic and functional) family therapies; individual therapy with children and adults using cognitive behavioral techniques; marital therapy using behaviorally-based approaches; behavioral therapy targeting school behavior and academic performance; implementation of interventions within or between systems in the consumers natural ecology that affect or influence the behavior of consumer (i.e., family, peer, work, school, and neighborhood) preferred. Texas license required LPC, LCSW or LMFT. LPC-S or LCSW Supervisor preferred.

Experience with trauma-informed services; cognitive behavioral therapies, including DBT; and motivational therapies including the use of incentives, preferred.

Required Knowledge and Abilities

Knowledge of trauma-informed theories, principals, and practices (includes multi-faceted understanding of concepts such as community trauma, intergenerational and historical trauma, parallel processes, and universal precautions), preferred.

Physical Demands

Performs sedentary work that involves walking or standing some of the time and involves exerting up to 10 pounds of force on a regular and recurring basis or sustained keyboard operations.

Unavoidable Hazards (Work Environment)

- Involves routine and frequent exposure to:
 - Bright/ dim light, dust, and pollen.
 - Other extreme hazards not listed above.

Special Certifications and Licenses

- Requires Texas Licensed Professional Counselor (LPC), Licensed Clinical Social Worker (LCSW) or Licensed Marriage and Family Therapist (LMFT). Texas LPC-S or LCSW Supervisor preferred.
- Must possess and maintain a valid state Driver's License with an acceptable driving record.

- Must be able to pass a TB, criminal background and drug screen.
- Must be able to become CBT certified within two (2) months of hire.

Americans with Disabilities Act Compliance (ADA)

Emergence Health Network is an Equal Opportunity Employer. ADA requires Emergence Health Network to provide reasonable accommodations to qualified persons with disabilities. Prospective and current employees are encouraged to discuss ADA accommodations with management.

Other Job Characteristics

- Staffing requirements, including criteria that staff have diverse disciplinary backgrounds, have necessary State required license and accreditation, and are culturally and linguistically trained to serve the needs of the clinic's patient population.
- Credentialed, certified, and licensed professionals with adequate training in person-centered, family centered, trauma informed, culturally-competent and recovery-oriented care.

Note: This Class Description does not constitute an employment agreement between the Emergence Health Network and an employee and is subject to change by the Emergence Health Network as its needs change.