

Family Paths, Inc.
JOB ANNOUNCEMENT

Job Title: FIT (Families In Transition) Treatment Specialist

Classification: Specialist II
Status: Full Time
FSLA Status: Exempt
Reports To: FIT Program Manager

POSITION SUMMARY:

Under administrative direction and general supervision of the Program Manager, the Therapist provides culturally responsive therapy and case management services to eligible children and their families. Clients include children, adolescents (ages 3 up to 21) and their families in Alameda County. Direct service may include, but is not limited to play, individual and family therapy, rehabilitation, case management, therapy groups, and collateral contacts. Direct service work takes place in the home, school, office, or other appropriate settings in the community.

The Therapist is responsible for assessment, diagnosis, treatment and coordinating services among intra- and interagency service providers; maintaining client files and appropriate billing for services in accordance with program expectations and State and Alameda County guidelines; and meeting program billing goals. The Therapist is also responsible for communicating collaboratively, respectfully and effectively with children, caregivers and colleagues from diverse backgrounds.

This position requires the demonstration and commitment to the agency's mission, vision, and values, including a strong commitment to issues of social justice and culturally and linguistically responsive practices.

ESSENTIAL DUTIES & RESPONSIBILITIES:

DIRECT SERVICES:

- Initiates contacts with caregivers, children and referral sources to determine appropriateness for FIT services.
- Assesses each client to determine appropriate diagnosis, treatment modality and interventions that identify cultural and language needs and strengths with clinical consultation as needed.
- Works with client collaboratively to identify and set treatment goals that respond to the families' values and strengths.
- Provides individual, play and family therapy and conducts collateral sessions with significant support persons as needed.
- Travels throughout Alameda County to provide therapy in the home and/or community as appropriate.
- Provides case management, such as linking children and families to culturally and linguistically appropriate community resources and/or coordinating contacts with other service providers, including, but not limited to, schools, Social Service Agency and other mental health providers.
- Participates in case consultations with other Family Paths' treatment team members for all shared cases.
- Attends individual and group supervision as required by Program Manager and State licensing boards.
- Consults with Program and/or Clinical Supervisor on a regular basis.

ADMINISTRATIVE JOB FUNCTIONS:

- Maintains an appropriate caseload and meets program billing goals as determined by program manager.
- Maintains client files in an appropriate and timely manner.
- Prepares all files annually for quality review.
- Provides client data for reports and contracts as needed.
- Attends mandatory FIT team and Agency meetings and trainings
- Documents billable services according to County/State guidelines.
- Performs other duties and assignments as required.

REQUIREMENTS, QUALIFICATIONS, SKILLS & ABILITIES:

- M.S.W. or M.A/M.S. in relevant field, from an accredited graduate school.
- Current professional license or intern registration toward attaining license.
- Two years minimum clinical experience.
- Bi-lingual/Bi-cultural Spanish speaking.
- Experience working with at-risk children and/or families.
- Ability to work 1-2 evenings per week.
- Demonstrated experience working with culturally diverse populations and/or demonstrable life experience which qualitatively improve service delivery to Family Paths' clients.
- Valid California driver's license, a clear driving record and personal vehicle insurance coverage.
- Availability of a personal vehicle in good working condition to be used regularly on agency business.
- Must demonstrate acceptable level of maturity, good judgment, and the ability to maintain a high level of discretion and confidentiality.
- Displays a professional demeanor and "can do" attitude to represent the organization in a positive manner at all times.
- Has outstanding interpersonal skills, works effectively in a team, and works effectively and maintains composure in a stressful or deadline-driven environment.
- Is adaptable and a proactive problem solver able and has a willingness to do what it takes to contribute to their own success and the success of the agency.

Desired Qualifications:

- Play therapy/family therapy experience.
- Home visiting experience.
- EPSDT paperwork experience.
- Experience working with 3-5 year old children.

Special Requirements:

- Knowledge of child development, mental health and substance abuse issues and the ability to apply this knowledge to individual and family therapy.
- Ability to accurately form initial diagnostic assessments, and to work under pressure of crisis and emergency situations.
- Knowledge of trauma's impact on children and families and ability to work from a trauma-informed perspective.
- Ability to establish therapeutic alliance and convey parameters of treatment to children and caregivers from diverse backgrounds.
- Ability to support families and to implement interventions that incorporate the child and family's cultural values and strengths.

- Ability to exercise good judgment and work independently on a day-to-day basis clinically, legally and ethically and to consult with supervisor when appropriate.
- Ability to communicate effectively and respectfully (both verbally and in writing) to children, caregivers and colleagues from diverse backgrounds.
- Ability to address differences and conflicts, including those that are culturally based, in a proactive manner.
- Can utilize a strength-based approach that respects different perspectives and experiences with families and colleagues.
- Must have working knowledge of all laws pertaining to mental health in general and child abuse in particular and be able to apply them in everyday practice.
- Excellent time management and organizational skills.
- Must pass criminal records clearance.

Work Environment:

- This job operates in a professional office environment. This role routinely uses standard office equipment such as computers, phones, photocopiers, filing cabinets and fax machines.

Physical Requirements:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employee is:

- Must be able to see, talk and hear.
- Frequently required to perform moderately difficult manipulative tasks such as typing, writing, etc.
- Occasionally required to walk, stand, and sit for extended periods.
- Occasionally required to push/pull objects up to 50 lbs. and to lift/carry objects up to 25 lbs.

COMPENSATION: \$48,696 annually DOE. An additional 5% differential will be paid for bilingual capacity for relevant threshold languages (e.g. Spanish).

LOCATION: Oakland

EMPLOYEE STATUS: Fulltime

WEEKLY HOURS: 37.50 (*Full Time positions are based on a 37.5 work week*)

BENEFITS INCLUDE: Group Kaiser and Dental Benefits, Flexible Spending Accounts for healthcare and dependent care expenses, PTO plan starting at 4 weeks for vacation, personal and sick time off, 9 paid Holidays, 2 Float Holidays, one week of paid Educational Leave, professional development allowance, 401K Retirement Plan, Commuter Benefits Plan, 529 Education Savings Plan, Long Term Disability Insurance, Voluntary Long-Term Care Insurance, Voluntary Aflac Benefits

TO APPLY: Send your resume and **cover letter** to Misa Trotman

Email: mtrotman@familypaths.org

Fax: 510-893-2074

Family Paths is a non-profit agency that has provided mental health and family support services to strengthen families and prevent child abuse for over 40 years. Family Paths offers a fun and supportive team environment, a commitment to training, opportunities for growth, and an excellent benefits package. We are an agency that is actively engaged in multicultural organizational development and respects and values the diversity of the

communities we serve and the staff who work here. Family Paths serves all of Alameda County and is based in Oakland with an office in Hayward.

Visit our Website at www.familypaths.org