

Job Description

Title	Clinician
Department / Program	Behavioral Health & Wellness Department / Thriving Together program
Reports To	Family Support & Preservation Coordinator
Exempt / Non-Exempt Status	Exempt
Full-Time / Part-Time Status	Full-time
Salaried / Hourly	Salaried
Salary Range	\$62,000-\$67,000/annually
Education & Experience	<ul style="list-style-type: none"> • Master's degree in social work, mental health, or related field, required • Licensure, with corresponding liability coverage, required • Experience in the mental health, child welfare, or human services fields, required • Supervisory experience, preferred • Trauma-informed and permanency competence
Supervisory Responsibilities	<ul style="list-style-type: none"> • N/A
Skills & Values Required	<p>Must possess and demonstrate:</p> <p>All-agency:</p> <ul style="list-style-type: none"> • Alignment and commitment to values, mission, model, and vision of the agency • Commitment to equity, diversity, and inclusion • Awareness of local, national, and global events, trends, and best practices in the agency's fields of expertise • Competence and confidence in building internal and external transparent, positive partnerships that will further the agency's mission • Effective written and verbal skills • Data-informed decision-making <p>Position-specific:</p> <ul style="list-style-type: none"> • Experience in service provision of trauma-informed care, permanency practice, and educational needs of child welfare population • Knowledge of and demonstrated experience with best practices and state and federal laws related to foster care, youth permanency, homelessness and housing, mental health, education and health for at-risk populations. • Ability to assess, deliver, and evaluate direct service programming

	<ul style="list-style-type: none"> • Strong organizational, system building & strategic decision-making abilities • Experience with Trauma-Focused Cognitive Behavioral Therapy (TF-CBT), preferred.
Other Requirements	<ul style="list-style-type: none"> • Must pass Background Criminal Investigation (BCI) check • Must pass Child Protection Services (CPS) background checks for RI as well as any additional states, per Adam Walsh Act of 2006. • Compliance with I-9 verification • Must be fully vaccinated for COVID-19 • Access to reliable transportation • Specific to staff-owned vehicles, staff must demonstrate: <ul style="list-style-type: none"> -Possession of valid driver’s license -Maintenance of clean driving record -Possession of valid and continuous auto insurance coverage that meets the state’s minimum requirements -Valid vehicle inspection sticker • Hold an active license with the RI Department of health (RIDOH) for applicable positions • Additional requirements, as outlined by service contracts, if applicable
Physical Requirements	<ul style="list-style-type: none"> • Prolonged periods of (1) sitting at a desk/meeting table and (2) working on a computer. • Ability to self-transport to client and agency-related meetings and work within the RI community • U.S. Bureau of Labor and Statistics Occupational Requirements Survey (ORS) of strength level category: Sedentary to Light work • Reasonable accommodations may be made to enable staff to perform the essential duties.
Duties & Responsibilities	
<p><u>Agency Core Tenets & Collaboration</u></p> <ul style="list-style-type: none"> • Maintain client confidentiality and conduct self in accordance with professional and ethical standards. • Assist the agency in assessing and providing effective, equitable, understandable, and respectful quality care and services that are responsive to diverse cultural beliefs and practices, preferred languages, mental and behavioral health literacy, and other communication needs. • Participate in agency’s development and community outreach activities. <p><u>Service Delivery</u></p> <ul style="list-style-type: none"> • Carry active caseload as required by contract, providing permanency-competent, trauma-informed individual, family and group counseling in community-based and office settings, utilizing evidence-based and evidence-informed service models. • Partner with team members to co-facilitate groups, hold events or offer other parent education and support as needed. 	

- Utilize a range of evidenced-based and evidenced informed tools to assist with assessments and treatment planning.
- Assist in the ongoing development and implementation of program service delivery, including supportive activities for foster and adoptive youth and their families that provide hope, normalcy and an opportunity to connect with other members of the permanency community.
- Remain abreast of cutting-edge, innovative clinical models that encourage and support core tenets of the agency mission and meet the individualized needs of the population served.
- Possess working knowledge in Motivational Interviewing, Attachment, Regulation & Competency (ARC) model, 3-5-7 Model ®, Trauma-Focused Cognitive Behavioral Therapy (TF-CBT), and other program-specific service delivery models and approaches.
- Maintain up-to-date documentation/case records, including but not limited to releases and authorization forms, assessments, treatment plans, progress notes, discharge summaries, and external reports. File records securely.
- Participate in after-hours on-call rotation to provide clinical consultation for Behavioral Health & Wellness program.
- Participate in overall quality of agency by working constructively and collaboratively with other staff members to address program and agency issues and needs.

Data Collection & Evaluation

- Actively participate in overall evaluation of program services.
- Assist in completion of all necessary reports for funding sources, working with administrative staff to implement ongoing quality improvement.
- Through data collection and analysis, identify needs, trends, and opportunities for program development.

Agency & Community Partnership

- Actively participate in individual supervision, agency staff meetings, and other agency forums.
- Provide education, advocacy, and training opportunities for the community, focused on best practice, adoption competency, and trauma-informed care.
- Contribute to and directly participate in additional support programming, as assigned.
- Other duties as assigned.

I have read and understand the above list of duties pertaining to the position and understand that it is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that may be required. I understand that duties, responsibilities and activities may change or new ones may be assigned at any time with or without notice.

Staff Signature

Date

Supervisor Signature

Date

Adoption Rhode Island is an equal opportunity employer.