

## Clinical Therapist

### Job Description

Provide individual, group, couples, and/or family therapy along with psychological assessments of various kinds.

### Position Duties:

- Work collaboratively under the guidance of the Program Clinical Director to provide the following in person and/or remote services intake assessments, individual therapy, group therapy, testing assessments (based on training), treatment plans, termination plans, any additional mutually agreed upon services (e.g., new services, community or staff training, etc.), and all service-related documentation.
- Maintain expected caseload of 28-30 scheduled billables per week with at least 3 evening sessions after 4p available.
- Attend weekly team consultation meetings and monthly individual supervision (as required), incorporating outcomes into clinical activities.
- Provide effective, complete, and timely service and caseload management documentation.
- Stay current with updated research, training, and best practices in working with your preferred clinical populations.
- Provide compassionate, ethical, and individualized client treatment.
- Build and maintain partnerships with community referral sources, such as physicians, attorneys, parole and probation officers, and the Michigan Department of Corrections.
- Provide timely and effective crisis assessment, management, and documentation.
- If providing clinical supervision to others, oversee all administrative and clinical activities of 2-3 limited licensed or student trainee therapists per year. Direct supervision hours count in the required weekly billable hours.

### Position Requirements:

- Hold anti-racist, inclusive, sex-positive, and human rights-oriented values that are demonstrated in speech and action both clinically and personally.
- Willingness to work in a Radical Candor environment of feedback. Information can be reviewed at <https://www.radicalcandor.com/>.
- Maintain active licensure in the State of Michigan for counseling, social work, or psychology, along with maintaining good standing with the appropriate professional boards and insurance entities.
- Read and abide by the organization's policies, practices, and procedures as outlined in the Employee Handbook and relevant Program Manuals.
- Present in a timely manner to supervisions, consultations, and any organization meetings or events.
- Maintain client retention rates of 75% of clients attending beyond 4 sessions with an average client stay of 10+ sessions. Metrics will be provided quarterly.

- Strong clinical interviewing, assessment, and conceptualization skills.
- Complete all required continuing education training to maintain license, professional competence, and contracts.
- Understand and implement HIPAA and confidentiality compliance at all times.
- Ability to effectively utilize agency software and platforms.
- Willingness to be a part of a strong and diverse multi-disciplinary clinical team.
- Strong and direct interpersonal communication skills with staff, clients, referral sources, and legal personnel via phone, email, and in person, including effective personal and clinical boundaries.
- Prioritize own mental health and emotional self-regulation.
- Ability to be self-directive, independent, and work efficiently.
- Strong professional writing, analytical, and conceptualization skills.
- Ability to exemplify the organization mission and values in speech and action ([www.wisemindpsychology.org](http://www.wisemindpsychology.org)).