

Job Title: Therapist
Reports to: Executive Director

FLSA: Exempt

Job Summary: The therapist will facilitate individual and group therapy sessions, including Intensive Outpatient Therapy (IOT), using evidence-based approaches to support recovery. Responsibilities include conducting assessments, creating personalized treatment plans, monitoring progress, and providing crisis intervention as needed. The therapist will educate on addiction recovery, relapse prevention, and life skills while fostering a supportive environment. They will collaborate with staff and external providers to ensure coordinated care, maintain accurate records, and ensure compliance with legal, ethical, and organizational standards. Additional duties include discharge planning and promoting the organization's faith-based mission and values.

Qualifications:

- Master's degree in social work or a related field
- LSW, or equivalent, required – LCSW, or equivalent, highly preferred
- Proven experience in trauma-informed care, recovery support, and crisis intervention
- Strong organizational and time management skills with the ability to prioritize tasks effectively
- Excellent written and verbal communication skills
- Attention to detail and a high degree of accuracy in handling data, records, and documentation
- Proficiency in maintaining confidentiality and handling sensitive information with discretion

Competencies: Grant writing, research and analysis, attention to detail, communication, project management, collaboration, financial acumen

Physical Demands: Must be able to bend, stoop, push, pull, reach, sit, stand, and walk for periods of time. Must be able to lift from the floor to waist up to 10 pounds frequently and up to 30 pounds occasionally.

Visual and Cognitive Demands: Must have excellent communication and writing skills. Must be able to generate written reports or summaries using prescribed formats. Must be able to give and receive verbal and written instructions. Must have fine vision, sustained vision, and peripheral vision. Must possess sufficient eye/hand coordination to operate office equipment including, but not limited to phone, computer, calculator, and/or copier, if applicable.

Work Location and Environment: Home-like and office settings with varying degrees of background noise. Lighting and ventilation as found in a typical home, school, or office setting. May involve some travel.

Key Responsibilities:

- **Individual Therapy**
 - Conduct one-on-one counseling sessions to help residents process emotions, address underlying issues, and develop coping strategies
 - Develop and implement personalized treatment plans tailored to each resident's needs and goals
- **Group Therapy and Intensive Outpatient Therapy (IOT)**
 - Facilitate group therapy and IOT sessions focusing on topics like addiction education, relapse prevention, stress management, and communication skills.

- Encourage attendees to share experiences, foster peer support, and build a sense of community.
- **Assessment and Monitoring**
 - Perform initial assessments to evaluate mental health and substance use history.
 - Regularly monitor progress and adjust treatment plans as necessary.
 - Identify potential relapse triggers and signs of mental health deterioration.
- **Education and Skill-Building**
 - Teach life skills like stress management, time management, and problem-solving.
 - Educate on the science of addiction and recovery processes
 - Promote healthy habits, including nutrition, exercise, and sleep hygiene
- **Crisis Intervention**
 - Provide immediate support during emotional or psychological crises.
 - De-escalate conflicts and mediate interpersonal issues.
- **Collaboration**
 - Work closely with other staff members, including house managers, case managers, direct care staff, and administration to ensure coordinated care.
 - Communicate with external providers, such as psychiatrists or outpatient treatment centers, to ensure continuity of care.
- **Documentation and Compliance**
 - Maintain accurate and confidential records of therapy sessions, treatment plans, and progress notes.
 - Ensure compliance with legal and ethical standards, as well as organizational policies and procedures.
- **Relapse Prevention Support**
 - Help identify triggers and develop strategies to prevent relapse.
 - Encourage attendance at 12-step meetings, support groups, or other community recovery programs.
- **Emotional Support and Guidance**
 - Foster a supportive and non-judgmental environment to encourage residents to stay committed to their recovery journey.
 - Empower residents to rebuild their confidence, self-esteem, and motivation.
- **Discharge Planning**
 - Assist residents in creating post-sober living plans, including securing housing, employment, or continuing education.
 - Coordinate aftercare services, such as outpatient therapy or ongoing support groups.
- **Faith Integration**
 - Ensure that Stability First's Christian mission and faith values are reflected in all grant applications, reports, and communications with funders
 - Help communicate the faith-based impact of the organization's programs in both proposals and reporting materials
- **Intensive Outpatient Therapy Facilitator** *(Include if applicant has a LCSW/LMHC)*
 - Licensure and Certification
 - Must maintain a valid professional license, such as:
 - Licensed Clinical Social Worker (LCSW)
 - Licensed Marriage and Family Therapist (LMFT)
 - Licensed Mental Health Counselor (LMHC)
 - Certifications in addiction counseling are highly beneficial
 - Knowledge and Skills

- Therapeutic Modalities: Proficiency in evidence-based approaches such as Cognitive Behavioral Therapy (CBT), Dialectical Behavior Therapy (DBT), Motivational Interviewing (MI), and trauma-focused therapy.
- Addiction Knowledge: Understanding of substance use disorders, relapse prevention, co-occurring mental health conditions, and the 12-step recovery model.
- Cultural Competence: Ability to work effectively with diverse populations
- Documentation: Skill in maintaining accurate clinical records and adhering to HIPAA regulations
- Roles and Responsibilities in IOT
 - Structured Schedule: Lead IOT sessions at minimum 3 days per week and up to 5 days per week for 3 hours per day.
 - Curriculum Development: Design or implement a structured IOT program that addresses recovery goals and life skills
- Compliance
 - Ensure compliance with federal and state regulations governing IOT programs and sober living homes.
 - Stay up to date with continuing education requirements and best practice in addiction treatment

Corporate Requirements:

- Demonstrates alignment with Stability First’s mission and vision, ensuring actions and decisions reflect organizational values. Exemplifies adherence to all Stability First policies, procedures, and guidelines, serving as a role model for compliance.
- Handles sensitive information with utmost confidentiality and discretion.
- Safeguards the security and privacy of all client records in strict accordance with confidentiality standards.
- Maintains required certifications, ensuring compliance with applicable standards and regulations.
- Applies established policies and procedures thoughtfully to make sound, informed decisions.
- Demonstrates dependability by maintaining excellent attendance and punctuality, effectively managing time, and following scheduling policies.
- Consistently upholds organizational standards, including conduct, policies, and performance guidelines.
- Exhibits flexibility and adaptability, responding proactively to shifting priorities and workload demands.
- Engages actively in required training, meetings, and professional development opportunities to enhance skills and knowledge.
- Participates in staff and group activities to support program effectiveness, foster communication, and ensure seamless information flow between administration, staff, and clients.
- Collaborates willingly with colleagues, accepts constructive feedback and adheres to supervisory direction.
- Maintains professional and respectful boundaries in all interactions, fostering a positive and supportive environment.
- Adheres to Stability First’s dress code policy, presenting a clean, neat, and professional appearance.
- Demonstrates self-discipline and models exemplary behavior, fostering respectful relationships with others.
- Actively contributes to building positive community relations through professionalism and engagement.

- Promptly notifies appropriate authorities about potential health or safety hazards.
- Focuses exclusively on work-related tasks during work hours, maintaining productivity and professionalism.
- Balances independence with teamwork, contributing effectively in both individual and collaborative settings.
- Takes on additional responsibilities or assignments as needed to support organizational objectives.
- Participates in community events and fundraising initiatives, representing Stability First with integrity and enthusiasm.