**Job Title:** IOP Clinical Therapist                                                                      

**Base:** Harmony Bay Wellness

**Direct Supervisor:**Director of Integrated Services, Rebecca Austin

**Job Purpose Summary**:

* The IOP Clinical Therapist provides clinical services to the clients of Harmony Bay Wellness Intensive Outpatient Program.
* Interfaces with the Clinical Supervisor and other program staff in decision-making processes involving clients and communicates outcomes in appropriate clinical forums.

**Responsibilities Include:**

* Provide assessment, diagnosis, and treatment to the clients of Harmony Bay Wellness Intensive Outpatient Program
* Facilitate group, individual, and family therapy
* Assess the counseling needs of the client and refer out to higher level of care and/or other services where appropriate
* Assess clients for substance abuse, trauma, and suicidality and utilize best practices in treatment
* Develop treatment plans and implement appropriate counseling interventions
* Develop the client discharge/continuum of care plan to ensure movement to the appropriate levels of care
* Document in the EHR all counseling and education services, assessments, reassessments, referrals, and follow-up in the client’s clinical record within 48 hours of service
* Document coordination of support services for the client/family in the client’s clinical record and treatment plan
* Contact and coordinate with referral sources and support services (i.e. legal, school, employer, etc.)
* Review obtained records from previous treatment that are relevant to the current treatment episode
* Manage crises and high-risk events following procedure and utilizing appropriate clinical interventions
* Maintain positive therapeutic rapport with client
* Utilize a multi-disciplinary team approach for the care and treatment of assigned clients

**Key Performance Indicators**

IOP Clinical Therapists’ performance will be evaluated on several competencies including but not limited to:

* Completion of assessment tools within appropriate timeframe
* 80% of clients retained until clinically appropriate for lower LOC
* Average rating of 4.3 of 5 or higher on client satisfaction surveys
* Documentation completed within 48 hours of service
* Chart audit scores at or above 80% monthly
* Group audit scores at or above 80% monthly
* Appropriate documentation of and adherence to processes related to higher level of care recommendations and high-risk situations

**Job Type**: Full-time

**Required education**: Master’s Degree in mental health related discipline

**Required licenses or certifications**: LSW, LAMFT

**Required experience:**2-4 years’ experience working in mental health service delivery; 1 year experience in facilitating groups

**Proper Knowledge and Skills**:

Core Competencies

* Professional verbal and written communication including proper grammar and spelling
* Software application related to the field
* General office principles and practices
* Basic computer knowledge including email etiquette
* Professional phone and customer service demeanor
* Effective group facilitation skills
* Demonstrable efficacy in clinical interventions and techniques including, but not limited to
* Motivational Interviewing
* Cognitive Behavioral Therapy
* Educational/Psychoeducational Strategies
* Dialectical Behavior Therapy
* Mindfulness
* Illness Management & Recovery
* Wellness Recovery Action Planning (WRAP)

Clinical Competencies

* Clinical Skills
* Data Reflection
* Communication
* Documentation
* Compliance
* Always Behaviors
* Professionalism
* Technical Skills
* Telehealth Reporting
* Telehealth Data Reflection

**Physical requirements:**

* Must be able to lift 20-50 lbs.
* Occasional to frequent walking, sitting, standing, driving
* Close eye work (computers, typing, reading, writing)

**Environmental Factors:**

* Communicable diseases
* Hot/cold temperatures
* Environmental conditions may vary

**Required licenses or certifications**:

* Current CPR Certification
* Narcan Certified