



Job Title	Clinician
Department	Youth & Family Services
Employment Status	Full-Time
Exempt/Nonexempt Status	Exempt

Scope of Work

This role provides individual, group and family therapy, providing crisis intervention, and connecting individuals to essential mental health services. In addition, this position will help to develop and implement enrichment programs and will represent the division in local committees and coalitions focused on youth and families and mental health initiatives.

Supervision

Received	Director of Youth & Family Services
Exercised	Interns

Essential Job Functions

An employee in this position may be called upon to do any or all of the following essential functions. These examples do not include all of the duties which the employee may be expected to perform. To perform this job successfully, an individual must be able to perform each essential function to satisfaction.

Individual, Family and Group Counseling and Support

- Deliver individual counseling services to clients and families, utilizing evidence-based therapeutic techniques.
- Develop and implement person-centered treatment plans based on assessed needs and goals.
- Conduct thorough mental health assessments to understand the unique needs of individuals.
- Collaborate with other mental health professionals and agencies to ensure comprehensive support for individuals in crisis.
- Design and implement therapeutic groups for youth, families, and parents.
- Provide crisis intervention services, including de-escalation techniques and coordination of emergency mental health care when necessary.
- Attends Individual Education Plan (IEP) meetings to support the client and their family, as needed.
- Provides grief counseling and community support in emergency crisis situations at the Town level, sometimes requiring after hours and weekend work and as needed.
- Oversees the work of student interns under the direction of the Director of Youth and Family Services.

Community Engagement

- Conduct outreach activities to promote mental health awareness and the importance of assessment within the community.

- Actively participate in local committees and coalitions focused on youth and families and mental health initiatives.
- Stay informed about current trends, research and best practices in the field, bringing valuable insight to collaborative efforts.

Enrichment Programming

- Develop and implement engaging and therapeutic enrichment programs for youth and families.
- Collaborate with community partners to organize educational workshops, support groups, and recreational activities.

Resource Navigation

- Assist individuals in accessing and navigating available mental health resources and services.
- Collaborate with community organizations to expand the network of available support options.
- Advocate for clients in securing necessary services and overcoming barriers to mental health care.

Documentation and Reporting

- Maintain accurate and up-to-date clinical records, documenting assessments, interventions, and progress.
- Generate regular reports on client engagement, and outcomes.
- Ensure compliance with all relevant privacy and confidentiality standards.

Other Job Functions

- Performs related duties as assigned.

Requirements of Work

- Master's degree in social work, counseling, psychology, or a related field.

The following requirements may be substituted by any equivalent combination of education, training, and experience which provides the necessary knowledge, skills, and abilities to perform the job:

- At least two years of experience working in the mental health field.
- Licensed or license eligible as a mental health professional (LCSW, LPC, LMFT, etc.) or ability to obtain a professional license in social work or mental health counseling within 3 years of hire.
- Experience in providing mental health services and crisis intervention.
- Strong interpersonal and communication skills.
- Ability to work independently and as part of a multidisciplinary team.
- Sensitivity to diverse cultural backgrounds and an understanding of social determinants of mental health.
- LGBTQ+ affirming, multi-culturally competent, and committed to anti-racism and anti-discrimination work.

Knowledge, Ability, and Skill

In addition to the requirements of work, the individual should also have the following knowledge, ability, and skill:

Knowledge of	• Applicable laws, rules and regulations related to youth counseling. • Modern principles and techniques in the psychology, social work, human services, and mental health counseling fields. • The use of standard office equipment including computers and relevant software programs.
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Ability to	• Provide effective and meaningful counseling and support services to Town youth and their families. • Multi-task and prioritize work. • Deal with highly sensitive information and maintain confidentiality. • Communicate effectively both verbally and in writing. • Prepare complex correspondence and reports. • Establish and maintain effective working relationships with supervisors, coworkers, clients and their families, school and other agency officials, and the general public.
Skill in	• Mental health counseling. • Oral and written communications. • Strategic thinking and decision making.

Necessary Special Requirements

Valid driver's license.

Physical Demands

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. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Work is performed mostly in an office setting; hand-eye coordination is necessary to operate computers and various pieces of office equipment. Specific vision abilities required by this job include close vision and the ability to adjust focus.
- While performing the duties of this job, the employee is frequently required to sit, stand, walk, talk and hear; use hands and fingers to handle, feel, or operate objects, tools, or controls and reach with hands and arms.
- The employee may occasionally be exposed to violence in mental health crisis situations.
- The employee must occasionally lift and/or move up to 20 pounds.

Pay Equity/Equal Opportunity/Americans with Disabilities Act Employer