



Job Description Therapist

The Therapist participates as a member of the individual's support team and works to improve the overall quality of life for the individual through best practices, evidence-based strategies and interventions, and standards set by the appropriate licensing authority. The Therapist identifies barriers to the individual's good quality of life and works to improve quality of life through increasing desirable life skills while reducing problem situations. This is an hourly (non-exempt) position.

Essential functions:

- Provide individual and family counseling to various client populations with a range of mental health diagnoses and problem areas.
- Assess and evaluate the individual's problems, strengths, and relationships in multiple settings through interviews, observation, and documentation review, including the individual's PCP, ISP, IEP, FBA, BSP, psychological evaluations, social histories, etc.
- Provide interpersonal and/or family counseling to assist individuals in achieving more effective personal, social, educational, and vocational development and adjustment.
- Identify, teach, and promote skills that would help the individual have a better quality of life including increased positive interactions between the individual and others.
- Provide services "in the field" including the individual's home, community setting, or office as applicable. This may include transportation of individuals served in the therapist's personal vehicle.
- Produce documentation of face-to-face consultation including date, location, start and stop time, and an accurate summary of the service provided.
- Produce a monthly summary of the individual's overall status as well as progress towards their specific goals and objectives per their individual service plan.
- Report as necessary to Director/Owner.

Knowledge, skills, and abilities:

- A Master's degree in social work or counseling is required.
- State licensure is required: in Missouri, an LMSW, LCSW, or LPC; in Kansas, an LMSW or LPC.
- A high level of self-motivation and ability to work with minimal direct supervision are required.
- A satisfactory record with Family Care Safety Registry of the Missouri Department of Health and Senior Services is required.
- Successful completion of all required trainings and maintenance of all necessary licensures and certifications is required.
- Appropriate, professional communication with individuals served, family/supports, community members, and others is required.
- Adherence to all agency policies and applicable state regulations is required, including but not limited to confidentiality and prevention of abuse and neglect.



- A valid, unexpired driver's license and current motor vehicle insurance are required.
- Proof of eligibility for employment in the United States (as documented on Form I-9) is required.

Physical demands and work environment:

The physical demands and work environment 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.

- While performing the duties of this job, the employee is required to stand and walk; sit; use hands to finger, feel, or handle objects, tools, or controls; reach with hands and arms; stoop, kneel, bend, or crouch; and talk and hear. The employee may be required to lift and/or move up to 10 pounds. Specific vision abilities required by the job include close vision, distance vision, peripheral vision, depth perception, and the ability to adjust focus.
- While performing the duties of this job, the employee is generally indoors in an office, home, or community setting. The employee may be required to work outdoors if the individual's plan calls for an outdoor setting. The noise level is generally quiet to moderately loud.

I have read the above job description and I certify that I possess the required knowledge, skills, and abilities to perform the essential functions of the job. I also certify that I am capable of performing the essential functions of the job, with or without accommodation. I understand that all employees of Jeffery Janney, LLC dba Northland Social & Behavioral Supports (the Company) are employed on an at-will basis, meaning either I or the Company may end the work relationship at any time for any reason. I understand that neither this nor any other document creates an employment contract. I understand that this job description may change at any time based on business demands and other factors.

Employee name (printed)

Employee signature

Date