



Job Description

Clinician, Adolescent Residential

Under the supervision of the Program Manager, the Clinician will provide individual and family counseling services, in addition to trauma-focused therapeutic interventions to pregnant and/or parenting adolescents in an effort to support and strengthen their capacity to engage in healthy practices and create stability. Additionally, the Clinician will operate as a member of a larger interdisciplinary treatment team in the provision of clinical and program services. The Clinician will promote the use of the Nurtured Heart Approach, as well as the Attachment, Regulation, and Competency interventions (ARC) in all activities with the goal of sustaining a safe and comfortable environment for the families in the program.

PERFORMANCE STANDARDS:

- 1.) Perform all duties and demonstrate behaviors and attitudes consistent with the Mission Statement and Core Values of the organization, and the Nurtured Heart Approach.
- 2.) Continually participate in building and maintaining positive working relationships through effective communication, performance improvement and teamwork efforts.
- 3.) Be of good character and reputation; sufficient physical, mental, and emotional health to satisfactorily perform her or his job duties.
- 4.) Actively participate in safety programs of the organization by identifying potential risks and promoting client safety as well as environmental safety.
- 5.) Accomplish individual and team goals and objectives established by supervisor based on prior performance evaluation.
- 6.) Comply with HIPAA guidelines regarding client rights and confidentiality.
- 7.) Comply with documentation and training set forth by Human Resources.
- 8.) Actively participate in CGE's clinical research efforts by ensuring accurate and timely reporting for all assessments and evaluations.

CLINICAL DUTIES:

- Provide evidence-based comprehensive assessment that includes life domains such as mental health, substance use, housing, finances, transportation, legal services, vocational, employment, health care and family strengths/needs.
- Provide individual and family counseling to address trauma and co-occurring mental health disorders; provide referral to higher level of care when necessary.
- Maintain Performcare treatment plans and assessments based on authorization dates.
- Use trauma-informed modalities and interventions, including emotional regulation, distress tolerance, and safe ways to successfully manage trauma symptoms.

- Provide timely documentation for all screenings, assessments, interventions, individual and group sessions and treatment goal development.
- Facilitate didactic, open process, and psychoeducation groups.
- Collaborate, plan and advocate for clients with organizations such as DCP, CMO, and the legal system.
- Participate in clinical staff meetings and clinical training program(s) as indicated to maintain licensure requirements.
- Provide support to ensure seamless transitions as needed.
- Provide crisis intervention and debriefings as needed.
- Participate in program evaluation and ongoing quality improvement efforts.
- Prepare and deliver oral and written reports to clinical staff and appropriate professional agencies as indicated.
- Coach and train Residential Associates to attune to the unique needs of each resident and to collaborate, create, and implement individualized plans to meet these needs.

GENERAL DUTIES:

- Build a network of support within the program and among clients that focuses on trust, well-being and social/community integration.
- Maintain records as required by organizational policies and regulatory and accrediting agencies.
- Maintain compliance with organizational and regulatory agencies policies and standards.
- Work as a member of a team to establish and maintain a high level of care and respect for, and communication with clients.
- Work in a consistently professional manner at all times, which includes, but is not limited to, treating all residents, staff, guests, and volunteers with dignity and respect.
- Assume on-call responsibilities on rotating schedule.
- Perform other duties as requested.

MINIMUM EDUCATION & EXPERIENCE:

- Master's degree in health, social work or counseling education profession with LSW, LAC, LCSW, or LPC.
- Minimum of three (3) years of experience working with adolescents, mental health disorders, trauma, and residential settings.
- Bilingual (English/Spanish) speaking a plus.
- Current NJ driver's license; will be required to meet safe driving requirements.
- Excellent organizational and interpersonal skills with friendly and professional demeanor.
- Ability to be flexible to the daily changing needs within the community and to handle obstacles with compassion and resolve.