

## **JOB DESCRIPTION**

**Job Title:** Behavioral Health Therapist  
**Employer:** Deaf Community Services  
**Department:** Behavioral Health  
**Reports to:** Clinical Director of Behavioral Health Department  
**Annual Salary:** \$42,000-45,000 BOE

### **SUMMARY:**

Behavioral Health Therapists provide behavioral health services, client case management and advocacy as well as support groups and workshops, outreach and training, case coordination, and general social services support.

### **DUTIES AND RESPONSIBILITIES:**

- Provides individual, group, and family therapy to clients enrolled in the DCS outpatient behavioral health clinic
- Provides crisis intervention services as needed
- Maintain required documentation and client files in compliance with the County of San Diego Outpatient Policy and Procedure for Adults/Older Adults and Children/Adolescents and any Medi-Cal/Medicare requirements
- Maintains an ability to assess, diagnosis, and develop a comprehensive treatment plan for clients
- Participates in all treatment team meetings, multi-disciplinary meetings, provider meetings (as assigned), and Utilization Review meetings
- Maintains knowledge of and adherence to plans addressing co-occurring disorders and treatment
- Provides case management and client advocacy services to DCS clientele
- Conducts client home visits as needed and within agency guidelines
- Maintains confidentiality and privacy standards in accordance with agency policies and applicable regulations and law including HIPAA
- Conducts self-audits and adhere to quality assurance guidelines
- Works with the Clinical Director to ensure Medi-Cal/Medicare site compliance
- Participates in the preparation of program reports
- Conducts school outreach and work with kids in various schools.

### **OTHER:**

- Ability to work with a multi-disciplinary team
- Coordinate special events for the community and clients
- General office work
- Other duties as assigned

## **QUALIFICATIONS:**

- Master's Degree in Counseling, Social Work, Rehabilitation Counseling, Mental Health Counseling, psychology, or closely related field.
- Licensed or license-eligible in California (Licensure with the Board of Behavioral Sciences is a requirement of the position)
- Experience working with Alcohol and Other Drugs (AOD) clients strongly preferred
- One to two years' experience, preferably with the Deaf, HOH, Deaf-Blind, and Late-Deafened
- Have a working knowledge of community resources and promotes collaboration among community members and partners
- Must be informed about current issues related to Deaf, HOH, Deaf-Blind, and Late-Deafened population and their culture
- Ability to communicate in ASL and to accommodate the communication needs and styles of persons who are Deaf, HOH, Deaf-Blind, or Late-Deafened.
- Knowledge of ADA and other anti-discrimination laws
- Ability to maintain confidentiality

## **COMPETENCIES:**

- **Diversity**--Demonstrates knowledge of EEO policy; Shows respect and sensitivity for cultural differences; Educates others on the value of diversity; Promotes a harassment-free environment; Builds a diverse workforce.
- **Adaptability**--Adapts to changes in the work environment; Manages competing demands; Changes approach or method to best fit the situation; Able to deal with frequent change, delays, or unexpected events.
- **Teamwork**--Balances team and individual responsibilities; Exhibits objectivity and openness to others' views; Gives and welcomes feedback; Contributes to building a positive team spirit; Puts success of team above own interests; Able to build morale and group commitments to goals and objectives; Supports everyone's efforts to succeed.
- **Problem Solving**--Identifies and resolves problems in a timely manner; Gathers and analyzes information skillfully; Develops alternative solutions; Works well in group problem solving situations; Uses reason even when dealing with emotional topics.
- **Interpersonal Skills**--Focuses on solving conflict, not blaming; Maintains confidentiality; Listens to others without interrupting; Keeps emotions under control; Remains open to others' ideas and tries new things.