



JOB DESCRIPTION

Title: Therapist – Alle-Kiski Area Hope Center — POWER of HOPE project
Classification: Full-time/Exempt

Overview

HOPE proposes a strategic and dynamic collaboration with POWER to deliver drug and alcohol screening, assessment, services, and referrals for Victims of Domestic Violence and Dating Violence. The overarching goal of the project is to create a holistic and trauma-informed service-delivery system that simultaneously serves the substance abuse treatment needs of victims of domestic and dating violence – POWER of HOPE. It also intends to increase the number of victims who engage in substance abuse treatment by making it immediately accessible in safe locations. Providing a screening, level of care assessment, intervention and or referral will provide the victim not only safety from abuse but also treatment for addiction in a supportive, nonjudgmental environment. Often times mental health issues emerge when a victim is free of substances. POWER will provide therapy to victims who have co-occurring disorders. Having the ability to treat both illuminates the need for two separate providers. POWER provides therapeutic services that are gender specific, person centered, evidence based and trauma informed.

As such, victims will encounter services that offer the following:

- Direct-referrals of identified survivors to POWER and other licensed treatment providers
- Co-occurring disorder treatment.
- Education and support in choosing her method of recovery
- Advocates and clinicians will participate in cross-training resulting in increased awareness of both issues reducing the stigma
- Open communication and collaboration between agencies to respond to the emerging needs of the survivor
- On-going service options for victims who are substance dependent, whether they are in treatment or not.

Based on the results of the initial screen, the victim will have the opportunity to meet with a certified/licensed professional who will complete an assessment and discuss level of care options. The Therapist will assist the victim in obtaining treatment and provide a warm handoff to the referral. The Therapist will work collaboratively with HOPE staff for transport to treatment. If the victim refuses a higher level of treatment, when appropriate will provide treatment. The victim will work with the Therapist to create an individualized treatment plan that includes individual and group counseling.

POWER's mission is to help women reclaim their lives from the disease of addiction to alcohol and other drugs, and to reduce the incidence of addiction in future generations. We are an agency committed to providing quality gender-responsive, trauma-informed treatment and recovery supportive services to women with substance use and co-occurring disorders.

HOPE intends to implement the POWER of HOPE project in the organization's current service area in Allegheny and Westmoreland Counties. Based on a myriad of barriers to services, HOPE proposes that this on-site collaborative project will offer the best opportunity for and access to trauma-informed substance abuse intervention.

Essential Duties and Responsibilities

- Attend HOPE's 45-hour domestic violence training as required.
- Therapist will provide 100% all HOPE advocates with training to complete substance abuse/drug and alcohol addiction screening, substance abuse and addiction education, and resources and referral information.
- Therapist, along with advocates, will maintain statistics relative to assessments indicated and assessments completed. 100 % of clients who screen for drug and alcohol needs will be referred for assessment services with a certified therapist
- Complete assessments, provide therapeutic and counseling services, and make referrals to higher levels of care - when needed/indicated. 100% of clients will receive referral information to appropriate level of treatment.
- Conduct comprehensive bio-psychosocial assessments, which, together with screening, level of care assessment, and other initial diagnostic interviews and strategies; drive treatment planning.
- Together with clients, help to identify needs and develop individualized, strength-based treatment plans that reflect client's goals and objectives.
- Provide individual and group therapy.
- Provide family education and counseling.
- Provide drug and alcohol education and facilitate psycho-education groups and life skills development classes as needed.
- The following evidence-based components will be used for the POWER of HOPE Addiction Treatment project.:
 - a. Motivational Interviewing - is a clinical approach that helps people with mental health and substance use disorders make positive behavioral changes to support better health.
 - b. Cognitive Behavioral Therapy (CBT) - CBT focuses on challenging and changing unhelpful cognitive distortions (e.g. thoughts, beliefs, and attitudes) and behaviors, improving emotional regulation, and the development of personal coping strategies that target solving current problems.
 - c. Dialectical behavior therapy (DBT) - this evidence based approach works towards helping people increase their emotional and cognitive regulation by learning about the triggers that lead to reactive states and helping to assess which coping skills to apply in the sequence of events, thoughts, feelings, and behaviors to help avoid undesired reactions.
 - d. Stages of Change Model – assesses an individual's readiness to enter into recovery, and provides strategies, or processes of change that guide the individual into taking action. The Stages of Change model is useful in helping treatment professionals and family members better understand an addict's motivation for recovery. As a member of the treatment team, using a strength-based and trauma-informed approach, works collaboratively with the clients and other treatment team members (internal and external) to help support clients in their treatment and recovery.
- As needed, conduct screening and assessments, utilizing ASAM criteria, to determine the appropriate level of care. Based on the assessments, refer clients to the appropriate treatment programs and agencies.
- Complete paperwork requirements and maintain quality, up-to-date clinical records.
- Provide
- Supervise and provides consultation to the advocate when needed.
- Participate in all staff development and training as required.

Requirements

- Master's Degree in Social Work, Counseling or related field, and a minimum of two (2) years clinical experience in a drug and alcohol or mental health setting; or Bachelor's Degree in Social Work, Counseling or related field, and a minimum of three (3) years' experience in a drug and alcohol or mental health setting. LCSW or LPC preferred for master-level candidates and CAC preferred for bachelor-level candidates.
- Experience in a women-centered treatment environment or with gender-responsive care preferred.

- Experience with trauma-informed services; cognitive behavioral therapies, including DBT; and motivational therapies including the use of incentives, preferred.
- Personal recovery experience not required, however, knowledge of recovery support systems and 12-Step programs preferred.
- Maintain relevant and required licenses and certification - as required by the Department of Drug and Alcohol Programs.
- Knowledgeable about and remains in compliance with internal and external policies, procedures, regulations, and standards; including, for example, all of POWER's policies and procedures and Quality Assurance Plan, BDAP requirements, State Licensing standards, County Monitoring requirements, and managed care regulations.
- Strong interpersonal and engagement skills.
- Strong organizational and time-management skills.
- Excellent written and verbal communication skills.
- Value for and ability to deliver excellent customer service.
- Good computer skills; experience with an EMR system a plus.
- Valid PA driver's license.
- Self-directed and flexible to meet the needs of administration and management, and ability to manage multiple tasks.
- Understand and support a trauma informed system of care.
- Model and support clients and staff in health and wellness activities and with using healthy coping skills.
- Support organization's mission with a sensitivity of cultural diversity and workplace harmony.
- Ability to secure Act 33 and 34 clearances.

Working Conditions

- Ability to work in POWER or HOPE program site and office.
- Ability to work the hours necessary to complete the work.
- Ability to climb stairs and lift light boxes.

Disclaimer

- Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to do this job at any time.
- This job description reflects management's assignment of essential functions; it does not restrict or prescribe the tasks that may be assigned.
- Critical features of this job have been described in the narrative. They may be subject to change at any time due to reasonable accommodation or other reasons.

POWER is an equal opportunity employer and provider

Employee Signature: _____

Date: _____

Supervisor Signature: _____

Date: _____

(Revised 08/15)