

Job Description

HOMEBUILDERS® Therapist

Position Summary

Provide HOMEBUILDERS® services as delineated in the HOMEBUILDERS® Standards, including crisis intervention, counseling, skill building, concrete services, and advocacy. This position reports to the program supervisor.

MODEL FIDELITY RESPONSIBILITIES

Ensure service delivery is consistent with the HOMEBUILDERS® Standards

- Adhere to all therapists components in the HOMEBUILDERS® Standards.
- Serve families whose children are at imminent risk of placement or who are in placement and cannot be reunified without intensive in-home services.
- Provide services primarily in client homes. Travel to client homes and other locations.
- Schedule sessions at times that are convenient for families, and when problems are likely to occur, including evenings, weekends and holidays. Maintain a flexible workweek.
- Accept referrals 24 hours a day, 7 days per week. Schedule and complete client intake sessions within 24 hours of referral.
- Be available to client families 24 hours a day, 7 days per week. Obtain coverage by supervisor or supervisor's designee if unavailable for an extended period of time (e.g., 12 hours or longer).
- Provide back-up for other therapists as needed.
- Typically serve 18 families per year, working with approximately 2 families at a time.
- Provide 40 or more hours of face-to-face contact per family, over a 4-6 week period.
- Participate in weekly team consultation meeting.
- Consult with the supervisor about every family at least once per week.
- Follow guidelines regarding consulting with supervisor.
- Assess safety, structure the environment and use clinical strategies designed to promote safety.
- Provide a range of clinical, concrete and advocacy services to family members that are consistent with the HOMEBUILDERS® model and the family's values, learning styles, lifestyle, circumstances and culture.
- Develop and maintain a positive, collegial working relationship with family members.
- Assume responsibility for motivating families and employ motivation enhancement strategies.
- Conduct comprehensive, strength-focused assessment process.
- Collaborate with family members and referents in developing intervention goals and service plans.
- Utilize research-based cognitive/behavioral strategies to facilitate behavior change.
- Utilize a variety of teaching methods.
- Advocate for and provide concrete goods and services (including transportation) that are directly related to the family's goals, while teaching family members to meet these needs on their own.
- Collaborate and advocate with formal and informal community resources and systems, while teaching family members to advocate for themselves.
- Assess goal progress and families' ongoing needs.
- Complete and submit all clinical documentation in a timely and accurate manner.

Participate in quality enhancement components of the HOMEBUILDERS® model

- Participate in all required therapist training and QUEST activities.
- Review performance data to identify needed areas for improvement.
- Work with supervisor to complete professional development plans and performance reviews.
- Work with supervisor and QUEST consultant on quality plans.
- Comply with all IFPS contract requirements.

ADMINISTRATIVE RESPONSIBILITIES

- Submit all required personnel documents, as directed.
- Complete and submit all agency paperwork in a timely and accurate manner.
- Use of an online data management system for all clinical documentation.
- Establish and maintain positive working relationships with referring agency staff and other community professionals.
- Represent the agency in community meetings and on interagency teams as directed.
- Other duties as assigned.

REQUIREMENTS

- Commitment to the HOMEBUILDERS® model.
- Graduate degree in human services or related field; OR Bachelor degree in human services or related field and at least two years experience working with families.
- Ability to work with diverse individuals.
- Ability to exercise discretion and maintain client confidentiality.
- Effective verbal and written communication skills.
- Valid driver's license and vehicle in good working condition.
- Automobile liability insurance that meets minimum agency requirements.
- Valid Washington State Counselor Registration, Certification or License.
- First aid and CPR certification.
- Familiarity with Word, e-mail and Internet.
- Must live in designated service area.
- Must be at least 21 years of age.
- No history of DUI violations.
- Approval by DSHS based on criminal history background check.

Typical Physical Demands

- Use of office equipment, such as computers, calculators, fax and copiers.
- Ability to perform a range of physical motions, including but not limited to: sitting for long periods of time; standing; walking; and climbing stairs.

Typical Working Conditions

- Requires working flexible hours, including evenings, weekends and holidays.
- Work is performed primarily in client homes.
- Requires extensive travel to client homes and throughout the community.
- Involves exposure to tobacco smoke, domestic animals, household pests, and other conditions common to domestic environments.
- Frequent contact with staff and non-staff (e.g., client families, referring agencies, community professionals, community agencies / programs).