

Position Title: Mental Health Crisis Therapist
Program: Brooks Respite
Employment Status: Full-Time
Reports to: Clinical Supervisor/Program Director
FLSA Classification: Exempt (Salary)
Salary/Wage DOE: \$29.15 - \$38.25 Non-Licensed Clinician
\$32.35 - \$42.45 Licensed Clinician

This position is eligible for a \$5,000.00* Loyalty bonus paid out in installments.

Summary: This position coordinates, manages, and leads treatment within psychiatric crisis-respite. Provides direct treatment and stabilization services to individuals in psychiatric crisis. Primary role will be to provide evaluation, treatment recommendations, and discharge planning.

Essential Functions and Responsibilities:

Clinical Services

1. Provides assessment, treatment development, discharge planning, and other evidencebased individual, group, and family services to promote improved symptom stabilization.
2. Demonstrate skills in crisis de-escalation and services that promote improved behavioral and symptom management.
3. Demonstrate the ability to conduct a comprehensive biopsychosocial assessment including histories of mental and physical health, substance use, criminal justice contacts, and assessing family, social and work relationships. Ability to provide diagnosis consistent with DSM-5.
4. Perform competency with safety evaluations, including the development of safe discharge plans.
5. Competence of mental health, addiction, and medical illnesses that impact health and symptom management. Provide appropriate treatment recommendations and referrals to improve conditions.
6. Provide direction and coaching to appropriate program and clinical staff to implement clinically recommended services and safety plans.
7. Competence with accurate, timely, and effective documentation to provide rationale for services provided – including provided services, assessments, treatment planning, and discharge summaries.
8. Knowledge of evidence-based and trauma-informed interventions appropriate for crisis stabilization – such as Nonviolent Crisis Intervention, Solution Focused Therapy, Motivational Interviewing, and other trauma-informed practices.
9. Demonstrate ability to develop therapeutic relationships and rapport with clients.
10. Maintain professionalism and confidentiality per HIPAA, 42 CFR, Oregon Statutes, and Brooks Policies.
11. Other Duties as assigned.

Program Leadership

1. Demonstrate the ability to effectively manage facility milieu and safety
2. Afterhours on-call and accessible by telephone for personnel support, admission screening, and emergencies.

3. May be required to provide shift coverage in absence and/or emergency situations
4. Demonstrate the ability to manage time effectively, model good communication skills, act independently, problem solve complex issues, and organization
5. Works closely with other program staff as a member of a multidisciplinary team and is dedicated to a healthy work environment for the benefit of employees and clients served. • Develop strong collaborative relationships with community partners, including St. Charles hospital, law enforcement, community mental health programs, and other similar agencies. Promote Brooks Respite & Recovery through a partnership.
6. Assist with chart and program audits to ensure compliance with facility accreditation, licensing, State laws, and other regulatory requirements
7. May assist Mental Health Clinical Supervisor and/or Program Director with daily oversight of stabilizing individuals, personnel, and provide feedback to Brooks leadership team as directed by the Administrator.
8. Reliability and consistent attendance for scheduled working hours, meetings, and other activities.
9. Attend required program meetings, trainings, and supervision designated by Administrator

Experience and Education Minimum Qualifications:

1. Master's degree in psychology, social work, counseling, behavioral science, or related field, *required*
2. Experience treating individuals with Severe and Persistence Mental Illness (SPMI), *preferred*
3. Understanding and competency serving individuals experiencing psychiatric crisis, including individuals that present with complex co-occurring mental health, substance use, and/or medical disorders.
4. Ability to demonstrate good communication, flexibility, and milieu management. Ability to work effectively in a variety of cultural context.

Tools and Equipment Used:

Must have competency using computer for word processing, databases, internet, and electronic medical record usage. Experience with Microsoft Office is a plus. Must be able to use basic office equipment including fax machine and telephone. Must have a valid driver's license.

Physical Demands:

This position requires an individual to be regularly available for work as scheduled. Position requires professional and personal skills to cope with stress associated with work involving a high degree of mental, emotional and physical demands. This position also requires the ability to sit, stand, walk, bend, stoop, lift, push and pull on an ongoing basis. This position may occasionally require an individual to lift and transfer clients using a two-person lifting technique. Must be willing to work a flexible work schedule depending on program needs.

Work Environment:

The work environment will primarily be a residential setting and may also require travel to other organizations, hospitals, and community locations within and outside of Central Oregon. Must have reliable transportation.

The position requires the employee to dress in a professional manner that meets the standards for professional employees in Central Oregon.

To Apply:

Please complete an application using the link below along with a cover letter, resume, personal email address for communications and contact information for three supervisory references.

[Application for Employment – BestCare \(bestcaretreatment.org\)](https://bestcaretreatment.org)