



TOUCHSTONE
MENTAL HEALTH

JOB DESCRIPTION MENTAL HEALTH PRACTITIONER

Program: Intensive Community Rehabilitative Services
Reports To: Team Leader

Classification: Exempt
FTE: 1.0 fte
Pay Grade: xx

Position Summary

This position provides an array of services that support client recovery and facilitate safe, secure, supportive and therapeutic intervention and crisis prevention.

Essential Job Functions

Supportive & Motivational Client Relations

- Establish supportive, motivational and therapeutic relationships with clients, ensuring an atmosphere of safety, security and responsible mental health care.
- Serve as a role model and coach for clients regarding developing and using effective problem solving, decision-making, conflict resolutions, independent living skills and responsibilities.
- Know current level of functioning of clients and appropriate needed interventions. Assist clients in understanding and management of mental health issues. Meet regularly with clients to assist in skill building for managing their illness. Observe client behavior and physical and emotional symptoms and perform behavioral management interventions, as needed. Address co-occurring chemical health concerns.
- Coordinate delivery of services to effectively address client needs. Facilitate and coach clients in using natural supports and mainstream community resources to support goals around living in the community. Provide clients with logistical and organizational support for planning and resolving potential barriers. Refer clients in crisis to appropriate resources and provide follow-up.
- Assist clients in understanding and management of mental health and chemical dependency issues. Meet regularly with clients to assist in skill building for managing symptoms of their illness.
- Learn the independent living skills development needs of clients to assist clients in implementing goals and objectives for meal planning and preparation, housekeeping, laundry, proper use of household appliances and furniture, shopping, budgeting, etc. Provide training, demonstration, and observation both individually and in group sessions about identified areas. Make accommodations as needed to assure client and staff safety. Provide assistance if a client is not able to complete a task.

Program Administration

- Conduct/coordinate initial comprehensive assessment of clients to determine client needs. Ensure individual treatment plans reflect clients' needs and service desires. Make recommendations to team. Complete individual treatment plan with clients and team members. Communicate treatment instructions and methodologies as appropriate to ensure that plan is implemented correctly.
- Maintain ongoing communication with families, community providers, and others as needed to promote the health and well-being of clients.
- Provide crisis intervention services for clients and support the crisis intervention work of other team members.
- Provide clinical services individually and in groups as programming requires. Document client attendance, interaction, and relevance to individual plan.

Program Team Member

- Participate in team meetings and processes for communication concerning clients.
- Follow established program and agency protocols, policies and procedures, including documentation. Provide team with thorough, timely, legible, accurate, objective information. Collaborate with staff regarding client goals and objectives.
- Maintain a collaborative relationship with team. Provide help to other team members as needed.
- Participate in creating an overall positive community atmosphere with other staff and clients.
- Complete required trainings, both upon hire and annually.

Other Duties

- As assigned.

Physical Requirements

The work of this position entails the use of standard office equipment as well as a wide variety of household appliances and equipment including but not limited to the clothes washer and dryer, dishwasher, stove, microwave oven and vacuum cleaner. The work of this position requires that the incumbent be able to see, hear, speak, read and write English clearly in order to ensure client welfare and development. This position requires the ability to drive an automobile on a daily basis. This position will also be approved to use agency vehicles. The incumbent must be able to remain in a static position up to 2/3 of the hours worked; climb stairs, stand, walk and drive up to 1/3 of the hours worked. The incumbent must also be able to lift up to 10 lbs from the waist, knee or floor and occasionally 25 lbs from the waist.

Qualifications

Education and Experience

- Bachelor's degree in one of the behavioral sciences required, master's degree preferred.
- Experience working with adults with severe and persistent mental illness preferred.
- Advanced knowledge of evidence based treatment practices and methods preferred.
- Experience or knowledge of chemical dependency issues for adults with mental illness preferred.

Knowledge, Skills and Abilities

- Ability to intervene appropriately in crisis prevention and de-escalation when necessary.
- Ability to communicate effectively and persuasively orally, in writing and on both an interpersonal and group level.
- Knowledge and ability to facilitate groups.
- Excellent interpersonal skills with people from differing backgrounds and cultures.
- Ability to be flexible in meeting scheduling needs.
- Ability to maintain confidentiality of client information and appropriate boundaries.
- Familiarity with Microsoft Office suite, particularly Microsoft Outlook.
- Ability to maintain a clean driving record, a current driver's license, and auto insurance coverage meeting Touchstone Mental Health policy limits.

The above statements are not intended to encompass all functions and qualifications of the position. Rather they are intended to provide a general framework of the essential requirements of the position. Job incumbents are required to perform other functions not specifically addressed in this job description.

Signature

Date