

ASPIRE INDIANA, INC.

JOB DESCRIPTION

Position title: Licensed Addictions Therapist (Residential Setting) **FLSA Classification:** Exempt
Reports to: Director of Addictions Services **EEO Category:** Professionals

POSITION SUMMARY

This position is responsible for the delivery of substance use disorder treatment, collaboration with recovery residence staff, and promoting a “whole health” approach to services within an all male recovery house/center. Duties include, but are not limited to: dual diagnosis groups, inter-disciplinary practice integrating primary care and addressing social determinants of health, evaluations/assessments, treatment plans, crisis management services, and other individual and group therapy/counseling services, in order to achieve the residents’ identified goals.

RESPONSIBILITIES

Clinical Services (60 %)

- Assess, evaluate, and provide substance use disorder treatment with a focus on co-occurring disorders
- Coordinate with clients to develop a person-centered treatment plan for services
- Responsible for providing individual, and family therapy services
- Develop, implement, and facilitate/co-facilitate 4-5 assigned psycho-educational or treatment groups each week and complete required documentation
- Case management services and/or collaborative work with Recovery Coaches
- Collaboratively and effectively work with an intra-disciplinary team
- Maintain current working knowledge of internal and external resources such as medical, dental, legal, HIV+/HepC client services, self-help groups and others to provide comprehensive whole health services to the program, clients and their families
- Provide milieu coverage as needed, including: monitoring and assessing the integrity of the program’s therapeutic milieu; empowering clients to act in accordance with the guidelines of the program; other client needed services.
- Arrange referrals to external treatment domains or agencies, as needed

Relationship Development/Management (20 %)

- Build and maintain caring and trusting relationships with client and identified family members, when applicable
- Build and maintain a strong network of external relationships including DCS, mental health agencies, health providers, probation, courts, and other community agencies.
- Collaborate and communicate as needed to maintain a strong referral network

Reporting and Documentation (20 %)

- Keep thorough and accurate progress notes, document next steps, and update treatment plan accordingly
- Maintain case and agency paperwork according to Aspire standards

Professional Development (5 %)

- Acquire and maintain ANSA certification, per position requirements
- Maintain CEU expectations for licensure
- Remain current on best practices and EBPs related to population(s) served

COMPETENCIES

Core Competencies

- **People** – Passionately believes in people and embraces diversity
- **Integrity** – Does the right thing even when no one is looking
- **Laughter** – Believes that laughter is truly the best medicine
- **Learning** – Challenges old paradigms with critical thinking, curiosity and creativity
- **Accountability** – Sets an intentional culture of personal responsibility; believes everyone carries the load
- **Relationships** – Serves colleagues and consumers with love, empathy and compassion

Position-specific Competencies

- **Problem-solver** - Critical, creative thinker in solving problems and reaching goals with clients in a patient manner
- **Collaborative** - Work cooperatively with clients and family members (if applicable), as well as outside treatment agencies, to reach goals identified in client treatment plan
- **Detail-oriented** - Exercise organizational discipline in maintenance of accurate documentation systems and case management practices
- **Consistent** – Develops steady and trusting relationship with clients through dependable, non-judgmental approach to achieving goals

CRITICAL FUNCTIONAL SKILLS & KNOWLEDGE

Required

- Master's degree in Social Work, Psychology, Counseling, Doctoral degree in Psychology, or other mental health related field
- Recognized as a Licensed Psychologist with HSPP endorsement, or Licensed Clinical Social Worker, Licensed Mental Health Counselor or Licensed Marriage and Family Therapist by the State of Indiana or License Eligible
- Knowledge of social service systems, legal systems, and child welfare systems highly preferred
- Experience working with priority populations (substance use disorder, MAT and/or co-occurring disorders)
- Effective use of Aspire's EMR and other information systems
- Demonstrates respect for client confidentiality practices
- Shows appreciation for and ability to respond to cultural differences, and adjusts communication practices accordingly in order to minimize cross-cultural misunderstandings

Highly Preferred

- Recognized as a Licensed Clinical Addictions Counselor (LCAC) by the state of Indiana

WORKING CONDITIONS

- Office environment
- Heavy exposure to PC and phones

- Weekly, monthly and annual deadlines
- **Full time position**

This job description in no way states or implies that these are the only activities to be performed by the employee occupying this position. Employees will be required to follow any other job-related instructions and to perform any other job-related responsibilities requested by their supervisor.

I have read and understand the job description for my position. I am able to perform all of the essential functions of this position. I agree to comply with the corporate compliance policy and all laws, rules, regulations and standards of conduct relating to my position. As an employee, I understand my duty to report any suspected violations of the law or standards of conduct to my immediate supervisor.

As an employee, I will strive to uphold the mission and vision of the organization. All employees are required to adhere to the values in all their interactions with customers and fellow employees.

Employee Signature

Date

Printed Name

This job description in no way states or implies that these are the only activities to be performed by the employee occupying this position. Employees will be required to follow any other job-related instructions and to perform any other job-related responsibilities requested by their supervisor.