



# LA CHEIM SCHOOL, INC.

## Job Posting



**Job Title:** Licensed Therapeutic Clinician (MFT, PCC, Social Worker, or Psychologist)

**Work Location:** Oakland, CA

**Division/Department:** Adult Behavioral Health Services

**Reports to:** Clinical Operations Manager

**Full-time (32 hrs/week)**

**Hybrid (mostly on-site, some remote)**

**Exempt**

**Position Summary:**

Provides psychological, educational, and case management services for the PHP/MHIOP patients and other outpatients, including appropriate clinical documentation of groups and sessions.

**Position Description:**

La Cheim Behavioral Health Services is a non-profit community mental health center in Oakland, California, that provides a Partial Hospitalization Program (PHP) and an Intensive Outpatient Program (IOP) for adults, as well as some outpatient services for all ages. The clinical work in this position consists of providing and documenting client-centered, trauma-informed and strengths-based individual and group therapy, with a short-term stabilization focus, to a population of severely and persistently mentally ill adult clients, many of whom have a history of substance abuse.

**Position Hours, Compensation & Benefits:**

This is a 32-hour a week, mostly on-site position, with medical, vision, dental and other benefits. The pay is \$40 - \$42/hour, based upon experience.

**Specific Responsibilities include:**

**1. Providing and documenting in-person and tele-health individual and group therapy utilizing various treatment modalities as dictated by group and individual patient need, including:**

- \*establishing positive therapeutic rapport
- \*establishing and holding a therapeutic group format and structure
- \*serving as lead facilitator or co-facilitator of therapeutic process and didactic groups
- \*attention to group dynamics with competent interventions that maintain group cohesion and safety when issues arise
- \*strict observance of HIPAA confidentiality requirements
- \*comprehensive suicide and risk assessment, documentation, and appropriate follow through
- \*following through with patient-centered treatment plans for patients assigned to caseload
- \*documenting collaboration with the internal patient-centered treatment team for each assigned patient as needed
- \*documenting collaboration with outside providers and/or care-givers for each assigned patient as needed
- \*documenting discharge planning for continuation of patient stability and care for each assigned patient as needed
- \*providing and documenting at least one full session of individual and/or family therapy per week for assigned patients
- \*case managing absences, unusual problems, or behavior negatively affecting milieu for all assigned patients
- \*following through with safely referring client to higher level of care, including hospitalization and/or 5150 involuntary commitment, if and when needed
- \*responding to requests from colleagues for unscheduled check-ins with dysregulated clients as needed

**2. Participates in creating a warm and welcoming and trauma-informed patient and workplace milieu, including:**

- \*respectful sensitivity to diverse cultural, ethnic and personal identities of patients and co-workers
- \*willingness to learn and improve interpersonal skills as needed
- \*engaging with patients in a friendly and supportive manner in the patient milieu,
- \*awareness of stages of change and meeting patients “where they are at”
- \*awareness and use of coworkers’ and patients’ pronouns
- \*speaking respectfully about patients, their struggles and symptoms, at all times (even behind closed doors)

- \*addressing any problems with co-workers directly and respectfully, or bringing any problem to relevant supervisor or point person for resolution, to promote an environment of true collegial support and trust.
- \*avoiding probing patient trauma history, especially if it is already recorded elsewhere in the record, but also be prepared to listen and absorb non-reactively to what patient wants to share.
- \*refraining from sharing your political or religious affiliation, or any other potentially controversial opinions or beliefs with patients, unless it would be clearly of clinical benefit, e.g. to establish therapeutic rapport based on cues from patient

**3. Meet documentation deadlines and requirements**

- \*Group and individual progress notes must be completed the same day as treatment was provided
- \*Initial treatment plans must be discussed with patient and documentation completed within 7 days of the day of admission
- \*Kaiser member weekly summary reports are due on the tracking spreadsheet by 9:30 am each Tuesday.
- \*Discharge Summaries for most clients must be completed the same day as discharge, or the very next business day..

**4. Productivity Measures**

The workload expectation for a 32-hour/week clinician is to carry a caseload of up to 8 clients and to facilitate or co-facilitate up to 8 groups per week.

**Requirements:**

- California licensed MFT, CSW, PsyD, or PhD; or registered AMFT, APCC, or ACSW.
- Comfortable and experienced in working with adults with severe mental illness.
- At least one-year experience in providing group therapy.
- \*. Able to facilitate therapeutic process groups, as well as didactic groups including CBT, psychoeducation, expressive arts.
- Excellent mental health charting and basic computer skills.
- Good time management and organization abilities.
- Ability to work well independently and collaboratively in a treatment team.
- Commitment to an open-minded cultural humility and sensitivity with colleagues and patients in the workplace

**Physical Requirements:**

The following is the extent of the specific activity required for this position:

- Sitting – up to 2 hours, not continuously; standing – up to 4 hours, not continuously
- Walking – up to 2 hours, not continuously; bending over – up to 1 hour, not continuously.
- Crawling – up to 0 hours; climbing – up to 0 hours, reaching overhead – up to a few minutes.
- Crouching – up to ½ hour, not continuously; kneeling – up to a few minutes
- Balancing – up to 0 hours; pushing or pulling – up to a few minutes.
- Lifting or carrying – 25 pounds or less; repetitive use of feet – up to 0 hours
- Repetitive use of hands – up to 0 hours.
- Grasping – with one or both, simple and firm, for up to 1 hour, not continuously
- Fine dexterity - either hand up to 1 hour, not continuously Auditory and visual acuity – 8 hours within normal limits and may be with glasses, contact lenses or hearing aids.
- Exposure to normal dust, heat, and noise
- Frequent exposure to office equipment

**Equal Opportunity Employer:**

La Cheim School, Inc. is committed to diversity in its programming and in creating a staff reflective of the populations of the San Francisco Bay Area. We encourage and actively recruit applicants representing diversity of color, age, sex, race, religion, national origin, physical ability, sexual orientation, or political affiliation.

**Print Employee Name:**

**Employee Signature:**

**Date:**