



## Mental Health Therapist - Path to Licensure

### Job Posting

Columbia Health Services is a service-focused non profit organization dedicated to making Columbia County a healthier place. We recognize that achieving health is a lifelong process that is made possible through individual, group, organizational and systemic processes. CHS values employee wellness and balance and has personnel policies and procedures that support that value.

In an effort to improve family's access to care for all of our programs, CHS is embarking on significant growth. We are eager to bring on additional team members with relevant skills and experiences, who have a heart for meaningful connection and relationship building.

\*Salary differential of approximately \$3000/year are provided to bilingual English/Spanish speakers upon completion of bilingual testing

This position will work with the school-based health center clinic team to provide mental health assessments, individual and family therapy, group therapy, case management, and skills training to patients of the school-based health centers. The ideal candidate will be able to work with a variety of acuity levels and have skill in treating mental health symptoms common in childhood and adolescence.

Therapists who are Registered Associates of their respective board will receive clinical supervision hours during employment, up to 5 days of paid continuing education time that can be used for exam prep, and a continuing education stipend which can be used to cover licensure costs.

**COMPENSATION PHILOSOPHY STATEMENT** Columbia Health Services seeks to recruit and retain highly qualified and motivated employees who will strive to support the agency's mission, vision and values. It is the goal of Columbia Health Services to provide a compensation structure that is fair, reasonable, transparent and consistent with compensation structures of comparable non-profit agencies with like positions of complexity and responsibility, while also providing a structure that will motivate, recognize and reward excellent performance.



# Position Information

<b>Position Title</b>	<b>Registered Associate Mental Health Provider (LCSW-A or LPC-A or LMFT-A)</b>
<b>Wage/Salary Range</b>	\$57,000 annual 1.0FTE CHS is a Public-Service Loan Forgiveness eligible entity.
<b>FLSA Status</b>	HOURLY
<b>Employment Status</b>	Permanent, Part-time or Full-time, negotiable
<b>Probationary Period</b>	12 months
<b>Training Period</b>	6 months
<b>Primary Location(s)</b>	Rainier, St. Helens, Vernonia, Clatskanie, Scappoose
<b>Secondary location(s)</b>	Negotiable
<b>Supervisor</b>	Amber Bathon, LPC MAC

## Position Description Summary

This position will work with the school-based health center clinic team to provide mental health assessments, individual and family therapy, group therapy, case management, and skills training to patients of the school-based health centers. The ideal candidate will be able to work with a variety of acuity levels and have skill in treating mental health symptoms common in childhood and adolescence.

### **Clinical Care** (approximately 70% of time)

- Provide 1:1 counseling and therapy to patients requesting care
- Provide group therapy within the schools as needed
- Ensure quality care is provided to all patients seeking care within the scope of the clinic
- Provide family counseling as appropriate
- Abide by all state and federal laws and rules
- Assessments/evaluations and intakes
- Treatment planning
- Diagnose mental health disorders
- Performance Standards
  - Respond to all referrals within one work week
  - Ensure self-consenting minors are informed of minor consent rules in Oregon and encourage adult participation in treatment plan. Chart that this has been discussed in all records

### **Record Keeping** (approximately 20% of time)



- Chart according to best practices in the Electronic Health Record system in a timely manner to ensure HIPAA compliance and accuracy
- Performance Standards
  - Chart activities within three work days of providing care
  - Respond to charting errors within one week of receiving notice

**Resource Collaboration** (approximately 10% of time)

- Refer and connect patients with other applicable services (primary care, community resources, etc.)
- Consult and refer as appropriate
- Participate in education and community outreach activities
- Performance Standards
  - Communicate with Clinic Team to identify available resources and patient needs
  - Participate in CHS team meetings and continuing education to stay current with opportunities and resources.

**Expectations for all staff include:**

- Ability to work well with internal (coworkers, patients) and external (community partners) people is essential
- Utilization of agency tools and resources to maximize efficiency is critical (Google calendars, online order requests, email lists, etc.)
- Shall uphold the code of ethics in every interaction
- Shall represent CHS professionally by being prepared, arriving on time, being engaged in the activity, and communicating factual information
- Must pass all site reviews
- Take responsibility for requesting additional training needs immediately
- Expected to keep workspace functional, sanitary & presentable for others to use
- Attend monthly staff meetings and quarterly program meetings.
- Maintain strict confidentiality of all patient information at all times.
- Other duties as assigned.

**Minimum Education Level Required**

Master's Degree in Psychology, Counseling Psychology, Social Work or related field from an accredited college required. LMFT, LCSW or LPC license required or a registered associate with the corresponding board. Candidates must be legally employable by a U.S. business

**Minimum experience level required**

Six months or more related work experience required.



**Amount of supervision received by the employee**

Ongoing reflective supervision. Board-approved clinical supervision as indicated by number of direct clinical hours to support achievement of licensure. Supervision may be provided in individual or group settings.

**Analytical skill required  
Level and budget volume of financial responsibility/accountability**

NA

**Impact of actions carried by this position**

Decisions made in this position carry a significant impact to the health and well-being of patients and the community.

**Diversity and complexity of the supervision exercised**

NA

**Scope of the human resources impact of this position**

This position supervises no others and is directly supervised by the designated BH Supervisor.

**Level and Nature of internal contacts**

The provider is an instrumental member of the CHS care team. Frequent collaboration and sharing is critical

**Level and Nature of external contacts**

The provider will partner with school district personnel and external partners to ensure a current understanding of community and student concerns/needs.

COMPENSATION PHILOSOPHY STATEMENT Columbia Health Services seeks to recruit and retain highly qualified and motivated employees who will strive to support the agency’s mission, vision and values. It is the goal of Columbia Health Services to provide a compensation structure that is fair, reasonable, transparent and consistent with compensation structures of comparable non-profit agencies with like positions of complexity and responsibility, while also providing a structure that will motivate, recognize and reward excellent performance.

Our company makes reasonable accommodations for individuals with disabilities who are otherwise qualified to perform a job unless such accommodations would impose an undue business hardship. Please let us know if you need accommodation to participate in the application process. Columbia Health Services is an Equal Opportunity Employer, committed to building a culturally diverse workplace. As such, all qualified applicants are encouraged to apply and all will receive equal consideration without regard to race, color, religion, gender, national origin, or age.