



POSITION DESCRIPTION

TITLE: MST THERAPIST

FLSA STATUS: Exempt

REPORTS TO: MST PROGRAM MANAGER

WC CODE:

POSITION SUMMARY

The MST Therapist shares in Success 4 Kids & Families, Inc. (S4KF) responsibility for adherence to all organizational policies and procedures, as well as compliance with all applicable program, federal, state, and local laws and regulations. He/she must represent S4KF in a highly professional manner, ensure the confidentiality of clients, and work effectively with a variety of populations including S4KF Staff, clients & their families, and representatives of funder& community program/service providers.

Under the coaching and guidance of the Program Manager, this position provides full-time, therapeutic services according to the MST model, conduct psychosocial functioning assessments, participate in MST team meetings.

PRINCIPAL DUTIES AND PERFORMANCE STANDARDS

Service Provisioning

- Complete in all MST training, supervision, consultation, and MST Therapist development activities.
- Conduct MST assessment including review of referral information, identifying, and engaging key participants, identifying systemic strengths and weaknesses, and developing an analysis of the fit of problem behaviors within the ecological context.
- Engage primary caregivers and other key participants in active change-oriented treatment by identifying and overcoming barriers to engagement.
- Implement a problem conceptualization, treatment planning, intervention implementation, outcomes review and strategy revision procedure using the MST Analytic Process.
- Provide strengths-focused, client centered, individualized therapeutic services to participants and their families that is compatible with MST principles and practices.
- Provide psychoeducation related to behavioral health and related impacts on individual and family functioning.
- Provide direct clinical treatment using methods compatible with MST principles and practices.
- Implement interventions within or between systems in the youth's natural ecology that affect or influence the behavior of the youth (i.e., family, peer, school, and neighborhood)
- Support clients and families in developing healthy coping skills and building social skills and supports.
- Link clients with external programs or services, such as health, recreational activities, childcare, financial assistance, housing, employment, support groups, transportation resources, and others.
- Apprizes MST Program Manager of workload, case activity, service barriers, and procedural problems in staff meetings and one-on-one meetings.
- Ensure complete confidentiality of all client business and transactions.
- Develop a comprehensive understanding of internal and community programs and services available to clients, maintain an awareness of changes in program/service offerings and requirements, and stay informed of new program and service offerings.
- Maintain clear and concise documentation of treatment efforts that demonstrate compliance with the nine MST Principles and the MST Analytic Process.
- Bring cases to closure within timeframes as described in MST principles and submit client records in a timely manner.

- Submit reports to referral source as required regarding the scope of services provided to the client, and the client's progress.
- Enter all appropriate interactions in the S4KF electronic health record.
- Conduct outreach to community partners to make them aware of the MST program.

Organizational Support

- Assist and participate in research activities required for grant sourcing and proposals.
- Participate in staff meetings and share information/resources with team members.
- Provide other support as required.
- Provide on-call coverage as assigned.
- Promote excellence and continual improvement by participating in the organization's Performance and Quality Improvement Process.

KNOWLEDGE, SKILL, AND ABILITIES

- Ability to work well in a team environment as well as independently. Willingness to take on and learn additional and different responsibilities. Ability to work in a dynamic environment, and to adapt easily to change. Ability to work well in stressful situations.
- Able to effectively communicate (verbally, written, and interpersonally) with poise and professionalism. Expresses disagreement professionally and works towards conflict resolution. Ability to speak publicly and facilitate group discussions. Effectively and assertively presents one's point of view without alienating others.
- Ability to maintain a strict level of confidentiality with clients and staff. Handles all client-related documents in accordance with HIPAA and Agency guidelines.
- Demonstrated ability to understand a variety of participants/families from diverse backgrounds; ability to work with diverse populations; shows respect and sensitivity for differences.
- Knowledge of family systems theory, social ecological theory, behavioral therapies theory, cognitive-behavioral therapy theory, pragmatic family therapies theory, child development research and its application in treatment, social skills assessment, and the application of these in the implementation of interventions
- Excellent judgment, decision-making and problem-solving skills. Ability to think through likely cause of problems before referring out. Ability to make sound decisions in emergencies.
- Able to effectively communicate (verbally, written, and interpersonally) with poise and professionalism. Expresses disagreement professionally and works towards conflict resolution. Ability to speak publicly and facilitate group discussions. Effectively and assertively presents one's point of view without alienating others.
- Ability to lead and mentor others effectively. Works with integrity and ethically. Takes the initiative to involve relevant team members to resolve matters quickly and effectively.
- Strong organizational skills. Solid ability to follow through on details and ensure completion of obligations in accordance with established procedures.
- Proficiency in using agency computer systems and software to perform essential job functions.
- Knowledge of community resources available to participants and their families
- Ability to evaluate the interpersonal characteristics of and demeanor of individuals, families, or groups in order to respond appropriately to a variety of personalities and situations.
- Ability to obtain information through interviewing and determine from a large amount of information, that which is relevant to understanding the client's needs.
- Determine priorities based on risk and need, make decisions based on organizational procedures and sound judgment, recognize and act on reportable events, determine appropriate course of action in emergency or high-risk situations.
- Effectively manage time to meet program needs and desired outcomes.

- Ability to maintain professional boundaries with staff, community partners, and participants/families.

Qualifications

- Preferred Master's Degree in Mental Health, Social Work, Psychology, or a comparable master's level program,
- If bachelor's (only) degree, must have a minimum of 3 years experience working with families and youth services.
- Preferred, Licensed or Licensed eligible as either a Licensed Clinical Social Worker, Licensed Mental Health Counselor or Licensed Marriage and Family Therapist.
- Preference for candidates who are bilingual English/Spanish.
- Strong analytical ability and proficiency with applicable technologies and software utilization.
- Effective presentation, written and verbal communications skills.
- Ability to build and maintain the community's trust for S4KF as an effective, expert, and compassionate provider of service.
 - Ability to pass DCF Level II and local background screens.
 - Ability to travel as required by the position.
 - Must possess reliable transportation and a valid Florida Driver's license at time of hire.
 - Required to obtain, maintain, and provide proof of automobile insurance coverage reflecting the following coverage amounts:
 - ✓\$25,000 Bodily Injury Per Person
 - ✓\$50,000 Bodily Injury Per Occurrence
 - ✓\$25,000 Property Damage Per Occurrence

WORKING CONDITIONS AND PHYSICAL REQUIREMENTS

- This position is both an office and field position.
- This position will require non-traditional hours including evenings and weekends.
- Spend some time driving and getting in and out of the car to see clients in their homes, in the community or at school.
- Able to see clients under conditions that may be considered uncomfortable or even hazardous, including but not limited to poorly maintained premises that may lack ventilation and/or air conditioning, kept untidy, dirty, cluttered.
- Safely walk/maneuver in a variety of environments including, but not limited, temperature extremes (hot, humid, cold), climbing stairs, dimly lit areas, walking extended distances, etc.
- Able to evaluate a situation, identify potential safety exposures, and take applicable action to avoid injury or the potential for injury.
- May be exposed to clients who are hostile or may have poor hygiene, infections, and/or a communicable disease.
- S4KF is a smoke free environment including no smoking when in a client's home.

SERVICE EXCELLENCE STANDARDS

- Demonstrates commitment to maintaining S4KF's high quality service standards.
- Participates in promoting excellence and continual improvement by participating in the organization's Performance and Quality Improvement Process.
- Works effectively with diverse populations, demonstrating an understanding of, and sensitivity to differences in cultural characteristics, socioeconomic status, and background experiences of the agency's service recipients.



- Deals professionally and proactively with Board members, staff, consultants, clients/families, providers, and the general public.

ACKNOWLEDGEMENT:

I have read, understand, and agree to all duties and responsibilities of this position.

Employee Name (Please Print)

Employee Signature

Date