**Job Description**

**Job Title:** Senior Clinician **Department:** IOP

**Reports to:** Associate Director of Behavioral Health **Effective Date: *2/9/2024***

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| **Guiding Principle:** | The St. Francis House Philosophy of Care commits us to providing trauma-informed, recovery-oriented and person-centered care. It guides everything we do at St. Francis House (SFH) – how we work with Guests and how we work together as an entire agency and community. Each staff person is expected to learn, understand, and apply these principles in their everyday work. |
| **Job Summary:** | The Senior Clinician’s role is to provide low-barrier, “on-demand” and ongoing individual and group substance use disorder (SUD) treatment among SFH guests.  An important part of this work will be to be present in milieu spaces where guests gather, to engage and encourage them to participate in treatment services when appropriate. The Senior Clinician also will be a key participant in the agency’s continued development of an intensive outpatient treatment program (IOP) as part of our menu of SUD-related services that currently include harm reduction for those who are still actively using and peer-based recovery support for individuals in recovery. This position will support the Associate Director of Behavioral Health with supervision of clinical staff and/or interns as well as oversight of programmatic needs. The Senior Clinician will work collaboratively with an integrated team of providers at SFH to stabilize our guests in the areas of housing, income, and behavioral health.  |
| **Supervisory Responsibilities:** | * Oversees the daily workflow of assigned staff.
* Interviews, selects, trains staff.
* Provides constructive and timely performance communication.
* Handles progressive warning and recommends termination of employees in accordance with agency policies/procedures.
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| **Duties/Responsibilities:** | * Ensures a highly responsive model of care that welcomes people into treatment “on demand” with limited barriers to access.
* Actively conducts in-reach, outreach and engagement in our milieu spaces throughout the building to facilitate guest access to treatment.
* Uses evidence-based techniques to provide short and long-term individual and group therapy, and clinical case management.
* Oversees and supervises staff within behavioral health department, including clinicians, interns and administrative staff as needed.
* Works within a holistic care model, collaborating closely with other providers at SFH.
* Coordinates directly with psychiatric services to ensure continuity of care for IOP guests.
* Conducts and documents intakes, assessments, treatment plans, and maintains timely clinical notes.
* Supports in coordinating external referrals as needed with Harm Reduction Specialists and Case Managers.
* Works closely with the behavioral health and medical team at our partner Boston Healthcare for the Homeless, including the Office Based Addiction Treatment (OBAT) team.
* Offers clinical insight and expertise into the development of an intensive outpatient treatment program model in pursuit of and maintenance of licensure.
* Collaborates closely with agency leadership to develop a billable model for SUD treatment services.
* Coordinates with IOP administrative staff to develop and support referral process into the program and determine appropriateness for LOC
* Infuses a person-centered, trauma-informed, and recovery-oriented approach in accordance with our Philosophy of Care.
* Adheres to agency code of conduct.
* Performs other duties as assigned.
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| **Required Skills/Abilities:** | * Proficiency in English.
* Bilingual (Spanish) preferred.
* Excellent verbal and written communication skills.
* Excellent organizational skills with attention to detail.
* Ability to prioritize tasks and to delegate them when appropriate.
* Proficiency with Microsoft Office Suite.
* Ability to function well in a fast-paced environment with compassion and professionalism.
* Basic understanding of and commitment to taking a person-centered, recovery-oriented, and trauma-informed approach.
* Strong analytical and problem-solving skills.
* Ability to apply experience and insights from traditional treatment models to a less traditional setting.
* Ability to network and build relationships with external organizations.
* Knowledge of Boston-based treatment providers and resources.
* Knowledge of de-escalation techniques or crisis intervention.
* Strong supervisory and leadership skills.
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| **Education and Experience:** | * Masters-level clinician.  LICSW (or LCSW with expectation to secure LICSW within 6 months) preferred.  LMHC will be considered.
* Two (2) years of experience of providing SUD treatment utilizing evidenced based treatment models including group curriculum.
* Experience with providing supervision.
* Experience with highly vulnerable, high-barrier individuals and awareness of issues common to those who are experiencing homelessness.
* Lived experience with homelessness and or recovery a plus.
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| **Physical Requirements:****Work hours, Equipment used** | * Prolonged periods of sitting at a desk and working on a computer.
* Must be able to lift up to 10 pounds at times.
* Prolong standing and moving throughout multi-level building.
* Constantly operate computer and other office machinery, such as a calculator, copy machine, computer printer, 2-way radio.
* Workweek: Monday – Friday.
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| **Essential Personnel:*****(Employee who is designated to work during a business closure or limited closure in order to meet operational requirements.)*** | * No
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| **Accommodation and EEO:** | SFH is an Equal Employment Opportunity Employer is committed to a diverse and inclusive workforce where all staff can reach their fullest potential. We welcome – everyone who have lived experience of homelessness and/or recovery, and those who have faced historic barriers to competitive employment, in particular Black, Indigenous, and People of Color (BIPOC), and those who are multi-lingual or multi-cultural and members of the LGBTQ+ community. Reasonable accommodations may be made to enable individuals with disabilities to perform these duties. |

This job description is subject to change and does not restrict management’s right to assign or reassign duties and responsibilities to this job at any time.

***Completed by Human Resources only:***

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| FLSA Status: [x] Exempt [ ] Non-exempt[x] Full-Time [ ] Part-Time; \_\_\_\_\_\_\_\_\_ Hours per week ***Salary Range: Low*** $70,700 per year ***Medium*** $  ***High*** $77,750 per year***Job Tier: \_*** 9­**\_\_** |