



Emerge!
Center Against Domestic Abuse
Creating change. Changing lives.

Job Description

JOB TITLE: Clinician - Bilingual
FLSA STATUS: Exempt
REPORTS TO: Clinical Services Director
DATE REVIEWED: November 2011

JOB SUMMARY: Evaluates and assesses persons requesting services for domestic abuse, provides information and referral, and enrolls in the appropriate program services.

RESPONSIBILITIES COMMON TO ALL AGENCY EMPLOYEES:

- Maintains confidentiality and trust for all employees, participants and visitors.
- Consistently displays culturally sensitive behavior and communication for all employees, participants and visitors. Seeks to expand knowledge base to increase cultural sensitivity
- Seeks win/win solutions, values interdependence, shares a common sense of responsibility for the whole
- Acts in a manner that presents the agency in a positive light, and furthers a positive image for the agency. Demonstrates a positive and respectful personal appearance. Contributes to a clean and orderly facility appearance.
- Demonstrates respect, courtesy and dignity for all.
- Responds in a timely manner in all aspects of communication.
- Maintains safe working environment for self, other employees, and visitors in accordance with applicable standards relevant to the position's job duties
- Displays adaptability and flexibility to encourage team, participant and agency health including: initiating improvements, demonstrating problem solving and creativity, demonstrating motivation for change and enhancement of the organization.

ESSENTIAL DUTIES:

- Evaluates and assesses persons requesting services for domestic abuse
- Coordinates the development of case plans in conjunction with Case Coordinators
- Develops curriculum in conjunction with Clinical Coordinator and facilitates specialized groups
- Assists in development of and presents in-service training to direct service staff in conjunction with Clinical Coordinator
- Networks with community agencies, assessing available services appropriate to participant needs
- Addresses client complaints and facilitates use of the grievance procedure
- Uphold all laws, policies, and procedures of the State of Arizona, The City of Tucson and Emerge!
- Rotates on-call responsibilities
- Other related duties as required

REQUIRED COMPETENCIES:

ACTIVE TREATMENT/PSYCHOTHERAPY/COUNSELING SKILLS

1. Effectively provides or ensures that active assistance is provided to clients
2. Effectively develops, implements, and revises service plans in collaboration with Case Coordinators based on continuous assessment of the client
3. Demonstrates effective listening skills
4. Demonstrates effective summarization skills
5. Demonstrates effective forming of a therapeutic relationship

6. Effectively engages client in obtaining self-sufficiency

INITIAL ASSESSMENT, EVALUATION, AND TRIAGE

1. Identifies precipitating problems or symptoms and underlying issues
2. Conducts comprehensive assessments
3. Integrates assessment and observational data with clinical judgment to formulate an appropriate case plan

CRISIS INTERVENTION TECHNIQUES

1. Effectively demonstrates de-escalation of agitated clients
2. Assesses potential crisis situations and takes appropriate preventive action
3. Reacts timely and logically in crisis
4. Responds appropriately to callers on the crisis line

CASE MANAGEMENT

1. Demonstrates knowledge of community resources
2. Demonstrates competency forming relationships and coordinating with other agencies
3. Demonstrates respect and caring to clients
4. Conducts/facilitates case and staff meetings under direction of the Clinical Manager
5. Formulates appropriate referrals
6. Demonstrates competencies in psychosocial rehabilitation skills
7. Demonstrates competencies in behavioral management techniques

DOCUMENTATION

1. Completes all clinical documentation thoroughly, accurately, and in a timely manner
2. Develops, implements, updates, and monitors progress on goals and objectives on individual case plans in collaboration with Case Coordinators in a timely manner
3. Appropriately maintains accurate information in Client Track.

OTHER SKILLS:

- Ability to communicate effectively both verbally and in writing
- Excellent organizational skills and ability to multi-task
- Excellent critical thinking
- Intermediate to advanced computer skills using MS Programs. Data Base knowledge helpful
- Knowledge of the dynamics of domestic abuse issues, crisis intervention and case management
- Ability to liaison and network with other agencies
- Work effectively as a team member
- Ability to work well independently and be self-motivated
- Effective time management skills

POSTION REQUIREMENTS:

- A minimum of a masters degree
- Licensed by the Arizona Board of Behavioral Health Examiners as a social worker, professional counselor or marriage and family therapist preferred
- A minimum of five(5) years experience performing clinical work with families with masters degree
- Bi-lingual (English/Spanish) required
- Valid Arizona Drivers License
- Proof of Automobile Insurance
- Fingerprint clearance
- Certified in CPR and First Aid

- Negative TB test

I have read and understand the job duties as outlined.

Employee Signature

Date

Employee Name Printed