JOB TITLE: Counselor/Psychotherapist

DESCRIPTION:
The Counselor/Psychotherapist works with individuals, families and groups to promote optimal mental health. May help clients deal with addictions/substance abuse, family issues, parenting, marital problems, suicide, stress management, problem-solving, self-esteem, etc...; and issues associated with aging and mental and emotional health.

The Counselor/Psychotherapist as part of the clinical team which follows and upholds all ethical and legal standards upheld by the Iowa Board of Behavioral Sciences and the core values and mission of Innovative Counseling & Consulting, Inc.

REPORTS TO: Clinical Director or assigned supervisor.

GENERAL RESPONSIBILITIES

- Maintain confidentiality of records relating to clients' treatment
- Encourage clients to express their feelings and discuss what is happening in their lives, and help them to develop insight into themselves and their relationships;
- Guide clients in the development of skills and strategies for dealing with their problems;
- Prepare and maintain all required treatment records and reports;
- Counsel clients and patients, individually and in group sessions, to assist in overcoming dependencies, adjusting to life, and making changes;
- Collect information about clients throughout interviews, observation, etc...;
- Act as client advocates to coordinate required services or to resolve emergency problems in crisis situations,
- Develop and implement treatment plans based on clinical experience and knowledge;
- Collaborate with other staff members to perform clinical assessments and develop treatment plans;
- Evaluate clients' physical or mental condition based on review of clients' information;
- Meet with families, probation officers, police and other interested parties to exchange necessary information during the treatment process;
- Refer patients, clients, or family members to community resources or to specialists as necessary;
- Counsel family members to assist them in understanding, dealing with, and supporting clients or patients;
- Evaluate the effectiveness of counseling programs and clients' progress in resolving identified problems and moving towards defined objectives;
- Plan, organize and lead structured programs of counseling, work, study, recreation and social activities for clients,
- Modify treatment activities and approaches as needed to comply with changes in clients' status;
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o Monitor clients’ use of medications;
o Learn about new developments in their field by reading professional literature, attending courses and seminars, and establishing and maintaining contact with other social service agencies;
o Discuss with the individual patients their plans for life after leaving therapy;
o Gather information about community mental health needs and resources that could be used in conjunction with therapy;
o Plan and conduct programs to improve community mental health and counseling services;
o Run workshops and courses about mental health issues;
o Perform other clinical duties as assigned;
o Participate in the "On Call" rotation;

QUALIFICATIONS:
o Experience providing clinical services;
o Knowledge of recovery based philosophy, mental health and other co-occurring disorders;
o Experience in working with chronic mental health issues;
o Experience in working with chemical dependency issues;
o Experience in crisis intervention and conflict resolution skills;
o Excellent interpersonal skills and the ability to maintain a positive relationship among staff;
o Ability to work in a fast-paced, dynamic environment.

REQUIREMENTS:
o Masters Degree in counseling, psychology or related field;
o Licensed to practice counseling and psychotherapy independently as an LISW, LMHC, LMFT or psychologist within the State of Iowa.

________________________________                          ________________________
Employee                    Date

________________________________                          _________________________
Hiring  Director                   Date