Tanager Place currently has Outpatient Therapist positions open in the Outpatient Clinic. Employee or Independent Contract Position Available.

Tanager Place is a pioneering behavioral healthcare organization that delivers high quality care across a full continuum of mental health services. Serving Iowa children and families for over 140 years, we have staff of over 250 caring professionals.

Tanager Place employees embody our mission to provide children and families with services that inspire, empower and heal. Our emphasis is on Prevention, Treatment, & Outreach. Tanager's full continuum of care includes inpatient services, community based services, mentoring programs, integrated health care coordination, autism services, mental health outpatient services and a summer camp.

Our passion is providing a world class work culture that engages employees in all aspects of our mission and creates ways for employees to grow. We have an onsite training center that provides innovative classes that promote ongoing education, employee development, and support for other non-profit agencies in the Corridor.

Tanager proudly services Eastern Iowa with two locations in Cedar Rapids and one location in Coralville. We invite you to join our team creating a positive impact on thousands of children and families lives!

The Tanager Place Behavioral Health Clinic is committed to providing mental and behavioral health care to children and adolescents, while providing the needed support for each child’s family and immediate support network. The Clinic focuses on increasing quality of life through traditional and innovative therapeutic services. Fully accredited by the State of Iowa and the Council on Accreditation, Tanager Place Mental Health Clinic prides itself on providing the highest quality of care treating a comprehensive range of issues. Our clinicians collaborate with each patient and their family in order to create an individualized treatment plan and person centered goals.

This position serves as a member of the multidisciplinary team providing outpatient therapeutic services and support to children, families, and clients.

**Education/Experience:**
- Master’s degree in social work or related human services field is required;
- Any equivalent combination of experience and training which provides the knowledge and abilities necessary to perform the work.

**Required Special Qualifications:**
- Current Iowa License
  - Masters-level licensed therapist: LMSW, LISW, LMHC-t, LMHC, LMFT-t, LMFT.

**Preferred Experience:**
• Strong assessment and intervention / observation skills, as well as good written and verbal communication skills;
• Clinical experience with children, adolescents and adults;
• Experience in an outpatient clinic setting is preferred.

**Essential Functions include but not limited to:**

• Meet all licensure and ethical standards outlined by governing licensing body;
• Serve as mandatory reporter and maintain certification;
• Comply with all applicable safety and health regulatory requirements;
• Adhere to billing expectations as determined by individual role;
• Participate in individual and team meetings focused on administrative and clinical development;
• Develop clinical conceptualization for collaboration with the multidisciplinary team;
• Provide clinical knowledge including the ability to adjust therapeutic style and interventions conducive to the development and maintenance of a therapeutic relationship with clients, families, and supports across the life span;
• Be cognizant and respectful of cultural and socioeconomic characteristics of clients/family;
• Ensure a sound theoretical base and the ability to conceptualize and implement effective treatment for clients;
• Maintain professional boundaries with clients, families, supports, school, and other agency employees;
• Complete comprehensive assessments of clients during initial intake sessions providing clinical recommendations regarding appropriate level of care and ongoing treatment needs;
• Refer clients and/or family members to appropriate community resources as needed;
• Through collaboration with client, family, and supports, create and maintain a treatment plan to adequately address client’s needs and functioning, based on clinical impressions and knowledge for the duration of treatment;
• Collaborate with other agency programs and providers, community partners, and school supports to ensure holistic care for clients;
• Provide quality documentation throughout episode of care, including federal and state mandated forms, client diagnostic records, assessment tools, and progress notes within timeframes outlined in program guidelines;
• Observe and document progress towards treatment plan goals and objectives as well as diagnostic symptomology and resilience indicators;
• Demonstrate competency in each of the areas required by accreditation standards;
• Ensures schedule deadlines and compliance with programmatic rules, regulations, laws, etc.;
• Completes all necessary trainings as assigned including required continuous education, conference attendance, review of relevant materials, and completion of Relias trainings;
• Performs all work duties and activities in accordance with Tanager Place policies; procedures and safety practices;
• Attends work regularly at the designated place and time;
• Performs related work as required.

**Knowledge/Skills/Abilities:**
• Effectively utilize the agency’s Electronic Health Record system;
• Knowledge and use of the agency’s Resilience and Trauma Informed Care model;
• Strong assessment and intervention/observation skills, as well as good written and verbal communication skills;
• Demonstrate appropriate age-specific and cultural competencies when interacting with clients and families;
• Comprehensive knowledge of Federal, State and local laws governing client rights and provider relationships;
• Ability to quickly learn and put to use new skills and knowledge to adapt to ever changing school and therapeutic environments and needs;
• Ability to critically think through issues/problems and identify effective solutions/outcomes;
• Ability to maintain regulation during crises and implement appropriate response
• Ability to communicate effectively and establish and maintain positive effective working relationships with other Tanager Place employees, school supports, and the community;
• Ability to operate a personal computer using program applications appropriate to assigned duties and responsibilities;
• Ability to work cooperatively and to maintain effective working relationships to accomplish job responsibilities;
• Ability to act as a positive emissary of Tanager Place in all meetings with school support, community partners, and other agency employees to promote positive image of Tanager Place at all times.

**Required Attributes:**
• Open to continued personal growth through vulnerability, authenticity, and connection;
• Proactive attitude, takes initiative without prompting;
• Ability to cope under stressful situations, manage frequent interruptions, and handle complex assignments;
• Consistent and reliable with task completion, often completing assignments ahead of deadlines with exceptional quality;
• Handles multiple work assignments successfully;
• Ability to present self in a professional manner including areas of dress, hygiene, and communication.
**Schedule:** Monday through Friday; primarily day hours; flexibility to schedule late afternoon or early evening appointments

**To apply:**
Application Required
Please apply online at [https://recruiting.myapps.paychex.com/appone](https://recruiting.myapps.paychex.com/appone)