



Clinician

STATUS	Full Time	FLSA STATUS	Exempt
DEPARTMENT	Various	BARGAINING UNIT	Yes
CLASSIFICATION	Unlicensed Clinician		

EMPLOYER INFORMATION:

Clifford Beers is a mental health clinic serving children and families. Our mission is to provide integrated services addressing mental, physical, and social determinants in order to improve health, resiliency and quality of life for children, families and communities.

PURPOSE:

The Clinician role at Clifford Beers Clinic will have the opportunity to closely work with our children, their parents, and the community. Under general supervision this position is responsible for delivering comprehensive therapeutic services to clients and for coordinating services and resources to clients in need.

KEY RESPONSIBILITIES:

- Conducting intake interviews; making preliminary assessment and diagnosis
- Regularly utilizing other staff in the development, re-evaluation or referral of cases to ensure the best treatment plan for the client
- Conducting intensive, short and long-term psychotherapy, as well as case management for assigned clients and families utilizing a variety of approved treatment models and interventions appropriate to case and situation
- Handling emergencies
- Acting as liaison between client, school and other community agencies providing services to client
- Regularly participating in meetings and in-service training programs as a vital team member of the clinic
- May provide regular supervision to student interns
- Other related job duties as assigned by Supervision

EDUCATION:

- Master's degree in a Mental Health Discipline (LMSW if MSW)

COMPETENCIES:

Must demonstrate the following competencies:

- **Diversity and Inclusion:**

Foster an environment in which all members of the Clifford Beers community, from staff to partners and clients, are treated equitably and are able to contribute fully and meaningfully to the mission of Clifford Beers. Employees must make every effort to:

- Treat others with respect
- Practice cultural humility

- Elicit and welcome different points of view
- **Integrity:**
Act ethically with honesty and consistency regardless of the situation. Employees must make every effort to:
 - Be accountable for his or her own actions
 - Make decisions based on what is better for the families and employees
 - Build and maintain trust among co-workers and our families
 - Uphold honesty in all actions
- **Excellence:**
Commitment to deliver outstanding practices in both managing the organization, service delivery, and collaborating with partners. Employees must make every effort to:
 - Utilize data and research to provide the highest quality of care
 - Regularly participate in professional development to stay abreast of most recent and progressive practices
 - Promote continuous quality assessment and improvement
- **Communication:**
The ability to express oneself clearly and professionally both in writing, conversations, and in nonverbal communication with others. Employees must make every effort to:
 - *Oral Communication*
 - Speak clearly and in an organized manner that can be easily understood
 - Express ideas concisely and respectfully
 - Summarize or paraphrase his/her understanding of what others have said to verify understanding and prevent miscommunication
 - Hold herself or himself accountable for pitch, speed, tone and volume of voice while speaking
 - Show understanding of professional and cultural implications of body posture, stance, gestures, proximity to listener, facial expressions and appearance
 - *Written Communication*
 - Write clear and concise sentences devoid of grammatical and spelling errors
 - Tailor writing style to the audience of the message
 - Write in a respectful and tactful manner

SKILLS:

Must exhibit knowledge and or proven ability in delivering developmentally appropriate services according to the program being supported, while demonstrating the following skills:

- A proven ability to document work in Electronic Medical Records

- A proven ability to conduct screenings and evaluations, and formulate diagnoses in accordance with the Diagnostic Statistical Manual (DSM)
- A proven ability to develop and document, clear clinical formulations and treatment plans that are individualized and measurable in collaboration with the client/family, and others as relevant
- A proven ability to provide case management and clinical indicated referrals to families
- A proven ability to triage clinical emergencies to appropriate level of care
- A proven ability to utilize best practices and evidenced based practice models where appropriate and adheres to model and program expectations
- A proven ability to utilize trauma informed practices in the work with families

REQUIREMENTS:

- Valid driver's license and reliable transportation

TRAVEL:

- This role may require travel throughout the Greater New Haven area each day

PHYSICAL ABILITIES:

- 20% of the time is spent making repetitive motions.
- 30% of the time spent sitting.
- 20% walking, bending, standing, stooping, crouching or kneeling.
- 30% of the time is spent using hands to type, write, or use controls
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

ENVIRONMENTAL CONDITIONS:

- Indoors, Environmentally controlled with occasional exposure to outdoor weather
- Close physical proximity to coworkers and clients

SIGNATURE PAGE

PRINT NAME	SIGNATURE	DATE

Alice Forrester		
Chief Executive Officer	SIGNATURE	DATE