



Job Description

Job Title: ReMerge Therapist
Reports to: ReMerge Program Director
Status: Full time, Non-Exempt
Date: July 22, 2020

Purpose of This Position:

The ReMerge Therapist will work closely with all ReMerge participants and graduates, their children, and families to ensure that their emotional and behavioral needs are identified. Once needs are identified, a comprehensive treatment plan will be developed with participant involvement. ReMerge is a female diversion program blending private and public funding to reduce the rate at which women with children are incarcerated in Oklahoma County.

The primary duties include the following:

The ReMerge Therapist will establish a therapeutic environment utilizing evidence-based practices that are recovery focused, trauma informed, culturally competent, client-centered, gender specific, strengths-based and co-occurring capable. She/He/They will provide trauma-informed services to address mental health, substance abuse, trauma, and parenting. In addition, the Therapist will work with the ReMerge team to facilitate comprehensive and effective care as well as promote and create a culture that is welcoming and engaging for the women and the community. The Therapist will also participate with the ReMerge treatment team regarding program development, judicial process, DHS coordination, and housing.

Duties and Responsibilities of this Position:

- Manage therapeutic needs of participants, children and families
- Assist with coordinating needs and activities of ReMerge graduates and their families
- Lead therapeutic groups and provide therapeutic guidance to staff and participants
- Coordinate and manage program and grant requirements related to therapeutic needs
- Maintain tracking and reporting of key program data and outcomes
- Maintain confidentiality of all participants, including information, records, photographs, social media, etc.
- Meet regularly with the team to discuss plans and progress, program goals, identifying participants, data entry, and outcomes.
- Work regularly with community partners to assist with the identification of appropriate group participants

Education and Experience Required:

Master’s Degree in counseling field, *license required*. Preferred candidate will have at least four years of post-licensure experience. Additionally, experience working with substance abuse and addiction preferred. Must be have a deep knowledge of trauma-informed care and be able to manage a caseload of high-risk, high-need clients. Candidate will have a willingness to learn new skills, flexibility and comfort with ambiguity as program continues to evolve.

Knowledge and Skills to perform this position:

- Knowledge and experience with evidence-based models of addiction, mental health, and trauma
- Well-versed in trauma –informed care and able to model the way for trauma-informed care for other staff members
- Must demonstrate and live ReMerge values including a commitment to growth and learning, a high degree of empathy, and a deep regard for teammates and those we serve.
- Experience providing evidence based individual, group, and family therapy
- Demonstrated collaboration skills and experience working with a variety of community partners
- Accurate word processing, data entry
- Computer and typing skills
- Ability to prioritize tasks in order to meet deadlines
- Ability to work as part of a team, respecting the diverse opinions and experiences of each team member
- Excellent organization and documentation skills
- Excellent verbal, interpersonal, writing and communication skills
- Ability to maintain a positive attitude
- Knowledge of recovery models of addiction and criminogenic behavior
- Ability to work in a fast-paced environment
- Ability to work well in team environment, maintain positive relationships, and utilize sharp problem-solving skills
- Ability to work independently with strong sense of focus and clear understanding of boundaries
- Ability to work in a variety of settings with culturally-diverse consumers
- Ability to legally operate a motor vehicle and provide own transportation

Electronic Equipment Requirements

- Cell phone and data package is required for this position. Employee must have working cell phone and provide number to supervisor and relevant staff. Data package must be available as needed for work purposes.
- Must be computer literate and proficient in Microsoft Office; must be able to operate standard office equipment.

Supervisory Responsibilities

TBD

Recovery Support Specialists

Attendance

Ability to comply with the organization’s attendance policy as documented in the employee handbook required.

Physical Requirements and Work Environment

In the course of performing this work the staff will spend time sitting, standing, speaking and listening. Must regularly lift and or move up to 10 pounds and occasionally lift and/or move up to 25 pounds. Must have the dexterity of hands and fingers to operate a computer keyboard, mouse, and other office equipment. The employee must have the visual acuity to read and draft reports, memos, letters, etc. Specific vision abilities required by this job include vision adequate for the employee to perform the responsibilities and functions of the job efficiently; must be able to hear, speak and communicate clearly.

The employee will work in a smoke-free office surrounding; noise level is quiet to moderate.

The qualifications, physical demands, and work environment described herein are representative of those an employee will encounter and must meet to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The requirements listed in this document are the minimum levels of knowledge, skills, and abilities.