



job description: ATS Therapist - PAD

organization information

Position Title: ATS Therapist - PAD

Location: Whatcom County

Reports to: Director of Adolescent Services

Hours: Full-Time, exempt position (at least 2 split shifts weekly for group facilitation and/or individualized therapy) may require additional evening hours and/or weekends

Starting Salary Range: \$75,000 - \$80,000 annually

Women, people of color, transgender individuals, alumni of foster care, those who have experienced youth homelessness and members of other underrepresented populations are strongly encouraged to apply.

Mission: At Northwest Youth Services, we affirm youth experience and autonomy, as we work together to foster collective healing and justice, in order to dismantle the systems of oppression that perpetuate youth homelessness.

Core Values:

Community – We promote interdependence and recognize that everybody needs a community to thrive. We know that we are stronger together.

Justice & Liberation - We believe that it is critical to acknowledge, name, and actively work to dismantle the historic systems and societal structures that fuel crisis and poverty.

Humanity - We work with respect and compassion for each other and believe that everyone deserves to belong: to be safe, heard, and valued.

Accountability – We believe that no one is done learning; as a community we hold each other to a high standard, and work to educate, grow and heal together.

Vision: Guided by our core values and commitment to becoming an Anti-Racist organization, Northwest Youth Services envisions a community in which all young people are seen as catalysts in creating a just and liberated society that supports each of our unique journeys through life.

job mission

The ATS Therapist is responsible for developing and maintaining a collaborative relationship with young participants at all stages of readiness. The ATS Therapist will work to develop and implement effective counseling strategies for engaging youth at all stages of engagement. This position helps the youth transition into adulthood in a manner that helps them thrive and grow.



core competencies

To perform job successfully, the individual should demonstrate the following competencies:

Mission Focused: Incorporate mission into daily activities; communicates mission and interpret application for staff.

Self-Objectivity: Know personal strengths and limitations; open to and seeks feedback for self-improvement.

Effective Use of Professional Self: Must engage in both administrative and clinical supervision as part of the professional development process and demonstrate proper attending behavior when working with clients.

Composure: Respond calmly to stressful circumstances.

Initiative: Proactive; Take action without being prompted; recognize and encourage initiative in others.

Team Player: Effectively partner with people across the organization and model healthy collaborative team behavior.

Integrity: Must be honest and take responsibility for actions.

High Standards: Model excellence; hold staff accountable for quality outcomes; demand quality and continuous improvement.

Risk-Taking: Able to fail and learn from it; try new things and take calculated risks.

Assertiveness: Trust their own judgment; challenge others appropriately.

Informal Communication: Clearly articulate information, opinions and ideas. Understand that trust is built through being accountable and through actions that demonstrate integrity.

Sensitivity: Communicates empathy and respect of individuals; ability to be appreciative of diversity.

Change Agility: Able to embrace needed change; able to provide and implement feedback; effective in the face of ambiguity.

Creativity: Resourceful in finding ways to improve and advocate for change when necessary; fosters creativity in others.

key responsibilities

Leadership

- Offer vision, creativity, and enthusiasm to employees to generate positive thinking and best practices for young people;
- Create effective partnerships and maintain meaningful involvement with consumers, advocates, neighbors, and community partners;
- Participate in creating and maintaining a workplace that values diversity and is free of discrimination based on race, sex, gender identity, sexual orientation, ability, and other aspects of identity; and
- Continue to foster and improve an organizational culture that builds on our core values of youth engagement and partnership.

Responsibilities

Micro responsibilities

- Provide assessments and therapeutic opportunities (individual and group) to a case load of up to 15 participants. This position may include therapeutic/mediation work with the youth individuals family;
- Effectively identify trauma and have an understanding of secondary trauma;
- Understand adolescent and young adult psychological development stages and needs;
- Provide care coordination services for PAD clients ages 13-17yo;
- Provide direct services such as complete assessments, offer individual and *weekly group counseling*, crisis intervention, and Safety Planning;

- Assume primary responsibility for developing, writing, implementing, evaluating, and revising overall treatment goals and communicating treatment plan goals to the PAD staff team;
- Document client progress in HIPAA client manner to maintain a permanent record of client therapeutic engagement activities according to established policies and procedures;
- Participate in providing information to clients on substance use issues such as the effect of mental and physical health and daily functioning (SBIRT: short, brief, interventions and referral to treatment). Coordinate treatment with external substance use treatment providers when necessary;
- Assist clients with gaining resources and education to support their autonomy and basic needs;
- Coordinate with the CRT as needed for
- Provide de-escalation, crisis intervention and basic emotional support to clients during workshops, open art studios, and other group sessions.

Meso: Agency Responsibilities

- Participate in daily staff organizational meetings and treatment planning review meetings;
- Develop and offer (general and topic) trainings to agency staff; including but not limited to various behavioral health/substance use disorder topics, healing centered approaches, de-escalation, harm reduction, trauma informed care etc.
- Knowledgeable and experienced in evidence-based practices such as Motivational Interviewing, Cognitive Behavioral Therapies, Trauma-Informed Care;
- Support staff in day-to-day operations, providing therapeutic input regarding youth behavior and addressing behavioral health needs;
- Support and direct implementation of core principles and evidence-based practices including, but not limited to: Positive Youth Development, Trauma Informed Care, Motivational Interviewing, Right Response and Youth Mental Health First Aid
- Other duties as assigned.

Macro: Community Responsibilities

- Educate and support clients' families and advocate for clients' rights and preferences when appropriate;
- When necessary, consult with families and community agencies such as DSHS, court systems, housing authorities, etc., to maintain coordination in the treatment process;
- When necessary, assist and support clients in finding and effectively using a primary care physician and a dentist and develop health self-management skills. Work with the team to coordinate psychiatric care with medical care; and
- Provide crisis intervention counseling and coordinate with Designated Crisis Responders/crisis services when appropriate.

The physical demands described here are representative of those that must be met by an employee to successfully perform essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, and depth perception. While performing these job duties, the employee is regularly required to listen to others and provide verbal feedback. The employee is required to frequently sit for extended periods of time, stand, walk, climb, or balance.

qualifications

Minimum Qualifications:

- Master's degree in Social Work or related field that included coursework in mental health and addiction;
- Two years' experience working directly with adolescents and young adults who have significant behavioral health/trauma issues in inpatient, residential, and/or group living settings;
- Two years' clinical/programmatic experience of direct service staff in similar settings;
- Experience/training in harm reduction, trauma, and/or motivational interviewing;
- Proficient with Word, Excel and general office machines;
- Must be 21 years of age or older;
- Proof of Washington State Driver's License, driving record, and auto insurance; and
- Must pass background checks.

Required within first 30 days of employment:

- CPR/First Aid/Bloodborne pathogens certifications required;
- Must have a negative TB test; and
- Full understanding of the CPS reporting requirements.

Preferred Qualifications:

- Independent Licensure preferred (LMHC, LICSW, or CDP)
- Significant Experience working with people who are homeless;
- Training in de-escalation, Positive Youth Development, CSEC, DBT; Mental Health First Aid, or/other related mental health and addictions theory and practice.

Benefits

Benefits

- Starting Salary Range: \$75,000 to \$80,000 per year;
- Earn sick and vacation time based on hours worked;
- Health insurance benefits begin first of the month following date of hire;
- Simple IRA Retirement plan with match up to 3% of employee contributions, per pay period, after first year of employment;
- The position is located in beautiful Whatcom County, Washington, in the Pacific Northwest

Application Instructions: Please e-mail your resume, cover letter, and application (PDF found at <https://www.nwys.org/jobs>) to humanresources@nwys.org. In your cover letter please address your experience related to the position and list how you meet the required minimum and preferred qualifications. For more information about Northwest Youth Services please visit our website at <https://www.nwys.org>

Northwest Youth Services is an Equal Opportunity employer. Employment is based upon individual qualifications without regard to race, color, sex, religion, national origin, citizenship, age, marital status, veteran status, disabilities, political ideology, sexual orientation, or any other legally protected status.

