Position: Therapeutic Program Leader

Salary Range: D.O.E.

Kern Medical strives to recruit the highest quality candidates, resulting in a high performance workforce that consistently delivers quality patient care.

Career Opportunities within Kern Medical for qualifying positions include many benefits such as:

- **New Hire Bonus**: For select positions.
- **New Hire Premium**: +6% of base rate of pay matched up to 6% if contributed to Deferred Compensation Plan.
- **Shift Differentials**: varies per classification.
- **A Comprehensive Benefits Package**: includes Holidays, Vacation, Medical, Dental, Vision and Life Insurance.

Job Description

Under the direction of the Associate Administrator of Behavioral Health Services or the Director of Social Work, the Therapeutic Program Leader (TPL) provides operational oversight, scheduling and provision of direct therapy services to Behavioral Health patients on the Inpatient Psychiatric Unit (IPU) and inpatient adult units of Kern Medical. This position is also charged with personnel supervision, evaluation and coordination of the activities of subordinate non-clinical and clinical behavioral health/social work staff engaged in therapeutic counseling (group and individual), facilitating clinical groups or other non-clinical functions (i.e. case management and discharge planning).

DISTINGUISHING CHARACTERISTICS:

This single classification is responsible for the clinical/therapeutic direct services scheduled and delivered to the psychiatric inpatient population. This classification demonstrates a broad understanding of various therapeutic theories, modalities, practices, behavioral treatment plans used to treat mental illness and exercises sound judgment of clinical social work practice within a psychiatric hospital setting.

Essential Functions:

- In collaboration with the Administrator of Behavioral Health Services or the Director of Social Work: Plans, schedules, develops materials, implements and maintains an on-going therapeutic treatment program with in the IPU and to patients on the adult units at Kern Medical.
- Provides clinical services to our psychiatric population which include but is not limited to: Individual counseling, group counseling and family intervention services.
• Directs the activities of peers within the therapeutic program and serves as liaison representative with other hospital units and outside agencies.
• Schedules and conducts training of staff and interns.
• Schedules and conducts trainings related to the Recovery Model of Behavioral Health, clinical treatment topics, procedures, and expectations for clinical providers, hospital staff and third parties.
• Establishes and maintains cooperative relationships with other units, agencies and programs.
• Is responsible for a specialized caseload if necessary.
• Ability to determine clients' needs for and compliance with treatment programs.
• Collaborates in the preparation of case histories and participates in diagnostic studies, treatment, rehabilitation, evaluation and behavioral plans for patients.
• Directs the clinical and non-clinical interviews of clients and their relatives; assists clients in the location and utilization of treatment, case work and community services.
• Consults with psychiatrists, psychologists and professional staff and private agencies engaged in client treatment.
• Undertakes or assists in crisis intervention and patient evaluations; collaborates in the development of policies and procedures.
• Prepares and presents reports; prepares correspondence; keeps records and documents in the electronic medical chart.
• Gathers and interprets data.
• Provides clinical supervision to registered interns and graduate students on a weekly basis.

**Employment Standards:**

Graduate from an accredited college or university with a Masters or Doctorate in Social Work and at least 3 years of paid clinical/therapeutic direct services, supervisory or managerial experience in a health care or outpatient behavioral and/or supportive primary care integration model setting. Licensed Clinical Social Worker (LCSW) is preferred.

Must possess and maintain a Basic Life Support (BLS) card issued by the American Heart Association.

Possession of a Valid C California Driver’s License is required upon appointment, as well be maintained. Incumbents must have the ability to travel to designated locations.

Appointees are subject to fingerprinting for the purpose of a criminal record check as authorized by Section 16501 of the California Penal Code.

As a condition of continual employment, must maintain all health and other regulatory and licensing requirements as deemed necessary by Kern Medical.

**Knowledge of:** Socioeconomic conditions and trends; physical and mental illnesses and their impact upon personality; patterns of stability affecting individuals and families and barriers to self-sufficiency (such as drug abuse, unemployment, domestic abuse, and other conditions); human development and
indicators of maltreatment; individual and group behavior and family relationships; cultural and socioeconomic factors and influences affecting delivery of social services; defense mechanisms; techniques of interviewing, diagnostic assessment, and various counseling modalities; WRAP and Safety Plans, DBT, CBT, crisis intervention, brief therapy, behavioral treatment plans, person-in-environments/systems theory; transference and boundary-setting; professional ethics; laws, rules, and regulations regarding the delivery of social services; other available public and private community social services resources; social casework objectives, principles, and methods; effective public speaking and public relations methods.

**Ability to:** Identify and assess conditions of individuals and families; obtain facts and recognize the relevant and significant dynamics of individuals and families; assess levels of risk in individuals and families, and act appropriately; apply the laws, rules, and regulations governing a public social services agency to specific situations; design and implement effective treatment plans; effectively identify and utilize other community resources; establish and maintain effective working relationships with individuals and families, co-workers, governmental officials, subordinates and community representatives; coach, mentor, and advocate for individuals and families; establish and build relationships in the community and with internal and external partners agencies; locate individuals, families, and resources in the community; serve as a role model for ethical standards of behavior; communicate effectively both verbally and in writing, including preparation and delivery of effective presentations; use computers and other technological devices in the scope of work; prepare clear, accurate, and comprehensive clinical records.; maintain patient and family confidentiality in accordance with HIPPA; operate a personal computer with advanced knowledge of word processing, spreadsheet, and database software applications; work independently, exercising sound judgment, discretion and the initiative to facilitate change; problem solve, provide leadership, provide conflict management, team build, establish and maintain effective working relationships with staff, other individuals and groups, other departments and agencies; prepare clear, concise and comprehensive clinical written reports; to communicate effectively both orally and in writing;

A background check will be conducted for this classification.