



JOB NOTICE

\$ 750 Sign on Bonus

Date Posted: November 6, 2017

Closing Date: November 20, 2017

APPLICATION PROCEDURES: Send letters of intent and resume, to Box ACT-SUD, Compass Family and Community Services, 535 Marmion Avenue, Youngstown, Ohio 44502.

Program: Assertive Community Team (ACT)

Title: ACT Substance Use Clinician

Salary \$: Full Time with competitive salary and comprehensive benefit package.

Adoption of the ACT Philosophy of Care:

ACT (Assertive Community Treatment) is the leading evidenced based practice for providing services to persons with severe and persistent mental illness and/or co-occurring substance use disorders. The heart of ACT is a collaborative TEAM approach of providing care to clients where it is needed, in the community. ACT is a shift from traditional community based treatments and case management models. In ACT, the team, as a whole, is responsible for providing whatever is needed to assist clients in their recovery from mental illness. Members of the ACT team will need to adopt the ACT philosophy of care to ensure the success of the program and improved quality of life for our clients.

INTERACTIONS: with clients reflect competency in knowledge and application of substance use treatment strategies and interventions, assessments, counseling and advance the goals set forth in the ITP. Interactions are professional, ethical and non-judgmental.

- a) ACT is field-based position and requires at least 80% of services to be provided to consumers in their homes, shelters, places of employment, vocational and education settings and other community settings
- b) Assessments
- c) Individual Substance Abuse Counseling
- d) Dual Disorder Treatment Groups
- e) Substance Use Interventions/Education
- f) Uses a stage-wise treatment model that is non-confrontational, follows behavioral principles, considers interactions of mental illness and substance abuse, and has gradual expectations of abstinence.
- g) CPST services not limited to helping with applications, assistance with ADLs, accompanying to appointments and community events, collaborating with family and significant others, and other services as necessary for the welfare of the ACT client
- h) Spontaneous interactions and activities accordance with ITP
- i) Provide 24-hour emergency and crisis intervention response on rotating, on-call basis

JUDGMENTS: made about clients or activities on clients' behalf are client/family-centered and appropriate both to the individuals' assessed needs, level of readiness and functioning, preferences, and, the agency's risk tolerance standards.

- a) Decisions pertaining to clients' need for substance use interventions, services and ancillary modalities
- b) Pursues additional support services to assist client in abstinence, acquiring knowledge.
- c) Choice of treatment modalities, interventions and techniques based upon need and stage of readiness.
- d) Demonstration of critical thinking skills and independent performance.
- e) Utilizes supervision and/or consultation to mitigate risk and process

DOCUMENTATION is completed in a timely manner per agency policy. Documentation provides sufficient narrative regarding psychosocial information to aid in delivery of services and to communicate the progress of the client.

- a) Assessments
- b) Individualized Treatment Plans
- c) Progress Notes
- d) Transfer/Closure Summaries
- e) Risk Assessments
- f) Agency-specific documentation

DOCUMENTATION is clinically accurate and substantive. Meets agency's productivity standard.

- a) Progress notes/billing logs clearly indicate medical necessity/functional impairment in accordance with Certification Standards, and, refer to ITP. Risk assessments, termination summaries.
- b) Conforms to Program, OHMAHAS, CARF, CWRU, and third-party payer standards and obligations
- c) Productivity is achieved by submission of progress notes/billing logs. Productivity is defined as documented activity divided by hours paid. Must meet productivity expectations as one indicator of ability to adequately perform job duties.
- d) Standard productivity/impact ratio expectation for the position is 50%

INTERACTIONS WITH ESSENTIAL OTHERS is constructive, professional and serves to advance the progress of clients in treatment, the quality of care and the agency's standing in the community.

- a) Attendance and participation in daily ACT team meeting. Will work collaboratively with the interdisciplinary ACT team to provide comprehensive care and service to ACT clients.
- b) Communicates effectively with other service providers throughout the agency, client family and significant other and with concerned members of the community

COMMITMENT TO HIGH QUALITY CARE is demonstrated in daily activities with clients, peers, supervisors and community. Decisions are ethical, non-judgmental, serve to assist clients with successful outcomes and are made based upon integrity.

- a) Participates actively and productively in agency meetings and supervision sessions
- b) Introduces and/or implements new ideas for improving the quality of care

- c) Attentive/responsive to feedback from clients, significant others, community partners/members
- d) Shares skills, knowledge, expertise with other agency staff as part of an interdisciplinary team
- e) Advances own level of skill and competency through participation in continuing education

Qualifications:

Education/experience: Minimum of Bachelor's degree in Social Services or Human Services is required. CDCA licensure is preferred. Minimum of (1) years' experience providing substance use disorder treatment. Working knowledge of Stages of Change Strategies. Knowledge of various mental health diagnoses and treatment modalities. Experience working with Severe and Persistent Mental Illness preferred. Experience with the legal system, clients with dual diagnosis, and providing direct individual and group substance abuse treatment. Experience with stage wise treatment model and IDDT.

Miscellaneous requirements: Criminal background check; Pre-employment drug screen; Clear driving record; TB Test; First Aid/CPR.

Personal: Strong social, communication and written skills. Must have the ability to develop rapport and be perceived by clients and staff as approachable. Ability to multi-task; while maintaining accuracy and organization. Have a working knowledge of basic to intermediate electronic health records systems is preferred.

Physical Demands of job: Normal Activity, potential exposure to blood borne pathogens and infectious disease, majority of work takes place in the community, client homes.

Exempt: Not eligible for over time.

AN EQUAL OPPORTUNITY EMPLOYER - SERVICE PROVIDED
THROUGH AFFIRMATIVE ACTION
EOE-M/F/H including persons with disabilities and veterans