



**COMPASS IS GROWING AGAIN!**

***And we are Seeking Motivated and Energized Clinician's wanting to improve the lives of individuals and families in our Community.***

*COMPASS Helps Individuals and Families Build Better Lives and a Stronger Community*

## **JOB NOTICE:**

**SIGN ON BONUS for the following licensure: LPC/LSW- \$750**

**LPCC, LISW, LICDCIII- \$1,500**

**LPCC-S, LISW-S and LICDC- \$2,000**

**APPLICATION PROCEDURES:** Send letters of intent and resume via Indeed or to HR, Box FT-BHC, Compass Family & Community Services, 535 Marmion Avenue, Youngstown, Ohio 44502.

**Position:** Behavioral Health Counselor to provide services in an outpatient setting.

**Salary \$:** Full time with competitive salary and comprehensive benefits package.

### **General Duties:**

**INTERACTIONS with clients reflect competency in counseling and assessment and advance the goals set forth in the ISP**

- a) Diagnostic Assessment, formulation and implementation of ITP
- b) Individual, couples, family and/or group counseling
- c) CPST services (as applicable)

**JUDGEMENTS made about clients or activities on clients' behalf are client/family-centered and appropriate both to the individuals' functioning and the agency's risk tolerance standards**

- a) Decisions pertaining to clients' need for additional services, resources or more restrictive settings
- b) Choice of treatment modalities, interventions and techniques
- c) Pursues collateral contacts to gather additional psychosocial information when indicated
- d) Utilizes supervision and/or consultation to mitigate risk and seek input re: challenging circumstances

**DOCUMENTATION is clinically accurate, substantive, timely and complete**

- a) Diagnostic assessment, individualized service plan, progress notes, transfer/closing summary
- b) Conforms to Program, ODMH, CARF and third-party payer standards and obligations

### **IMPACT RATIO**

- a) Documented billable activity divided by the total number of hours worked: standard for the job is 25 hours per week (based on a 40 hour work week).

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

- a) Peers and supervisors
- b) Other service providers
- c) Family and significant other
- d) Legal entities: Jail staff, Probation Dept., Lawyers, Legal Guardian, etc.
- e) Other concerned members of the community

**COMMITMENT to high quality care**

- 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 (consultations, workshops, team meeting)
- e) Advances own level of skill and competency through participation in continuing education opportunities

**QUALIFICATIONS FOR JOB**

**Education/Experience:** Master's or Doctorate degree in social work, counseling or psychology; Ohio-Licensed Social Worker, Counselor or Psychologist

**Technology:** Basic computer knowledge and skill; ability to learn how to utilize an electronic health record to document services and access clinical information; utilize a copier/fax/scanner

**Miscellaneous requirements:** Criminal background check; Pre-employment drug screen; TB Test; First Aid/CPR; and clear driving record. Note: COMPASS clients should be transported in a COMPASS vehicle. If a COMPASS vehicle is not available, then the staff member is responsible to verify that they maintain coverage through their own personal carrier for business related travel, including transporting of clients, and MUST provide proof of coverage to COMPASS prior to transporting any COMPASS clients.

**Interpersonal/ Human Relations Skills:** Professional, organizational skills, ease in establishing rapport, cultural sensitivity

**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