

# Lutheran Family Services Position Description

<b>Position Title:</b> Therapist II (LMHP) – Crisis Response	<b>Effective Date:</b> April 2007
<b>Paygrade:</b> I	
<b>Reports to:</b> Regional Director	<b>Appointed By:</b> Regional Director
<b>Region:</b> Eastern Region	<b>Location:</b> Region
<b>FLSA Status:</b> 0 Non-Exempt 0 Exempt see Compensation Agreement	

## **LFS Mission Statement:**

Lutheran Family Services expresses God's love for all people by providing quality human care services that build and strengthen individual, family and community life.

## **LFS Values:**

Respect all people, families and communities. The pursuit of excellence is achieved through the education of staff and the celebration of diversity, collaboration and change. Integrity, accountability and teamwork are values that guide our communication and work in a manner that upholds the Agency's reputation and Christian value base.

## **Job Purpose:**

Provide crisis response and behavioral health assessment for law enforcement, and coordinate referrals based on client need.

## **Essential Job Duties:**

### Service Delivery

- Provide emergency crisis coverage 24/7 to law enforcement officers for adults/youth exhibiting behavioral health crisis; calls from law enforcement must be answered within 2 minutes, and be on-site with law enforcement within 30 minutes of receiving the initial call. Although it is expected that the service provider attempt to meet the time requirements, every LFS employee is instructed and required to obey all traffic laws including posted speed limits, and that no employee is in any way authorized to disregard traffic laws or speed limits.
- Provide consultation and referral coordination for adults in behavioral health crisis when called for assistance from law enforcement.
- Integrate cultural considerations into services delivery.
- Develop a positive working relationship with Dodge County law enforcement and behavioral health providers.

### Record Keeping

- Maintain accurate, written clinical records of services provided per established agency/COA standards.
- Timely completion of any provider enrollment forms and reports needed for third party payers or other outside entities.
- Maintain documentation of supervision with clinical supervisor/supervising practitioner, when applicable.

The above statements are intended to describe the general nature and level of work being performed by individuals assigned to this position. They are not intended to be an exhaustive list of all responsibilities, duties, knowledge, skills, and abilities required of individuals so classified. Reasonable accommodations may be made to enable individuals with disabilities to perform essential job duties and responsibilities.

Community and Church Relations

- Maintain positive working relationships with local law enforcement, and appropriate public and private human services organizations.

Professional Growth and Development

- Participate in regular supervision sessions for the purpose of reviewing cases, discussing treatment strategy, and monitoring client progress.
- Continue personal and professional growth and development through reading, research, workshops, seminars and other strategies that will broaden knowledge on therapeutic approaches and techniques.
- Attend and participate in local, regional and statewide staff meetings for the purpose of supervision, team building and program planning.
- Participate in agency and program required training.

Professionalism and Confidentiality

- Keep all client names, information and other Agency business confidential.
- Guard client confidentiality in waiting areas, during phone contact, and in handling of records.
- Maintain all record security procedures.

Interpersonal Relationships

- Maintain a positive respectful demeanor in all contacts with staff and the public.
- Seek needed guidance in handling difficult client situations and establishing priorities for the job.
- Work to build positive productive relationships with other staff.
- Other duties as assigned.

**Job Requirements:**

- Master's degree from an accredited college in a human service program which provided preparation for professional counseling.
- Licensure as a mental health practitioner in the state of Nebraska.
- Personal convictions which are comparable with the philosophy and goals of the Agency.
- Excellent written and verbal skills.
- Demonstrated understanding of and ability to work with persons of diverse cultural backgrounds.
- Valid Nebraska driver's license, proof of liability insurance and ability to drive for Agency business.
- Commitment to the mission of Lutheran Family Services.

Hiring Manager Signature \_\_\_\_\_ Date \_\_\_\_\_

Employee Signature \_\_\_\_\_ Date \_\_\_\_\_

Director Human Resources \_\_\_\_\_ Date \_\_\_\_\_

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