

# ALABAMA PSYCHIATRY

## CLINICAL THERAPIST POSITION

**LOCATION:** Gadsden, Sylacauga, Montgomery, Pelham and Auburn clinics and Bowling Green, KY Kentucky Psychiatry.

**PRACTICE OVERVIEW:** Alabama Psychiatry (formerly River Region Psychiatry Associates) is a large, multi-site private practice with outpatient offices in Montgomery, Pelham, Auburn, Alabaster, Gadsden, and Sylacauga, AL and Bowling Green, KY, as well as inpatient services in several hospitals. Our staff currently includes Psychiatrists, Clinical Psychologists, Nurse Practitioners, Social Workers, Therapists, and Administrative Staff. Alabama Psychiatry is again expanding and looking to add to our psychology team with the addition of more psychologists.

**EMPLOYEE COMPENSATION:** Compensation includes competitive salary, regular daytime hours, full benefits (including health insurance, 401k, 23 annual PTO days, 8 paid holidays, and continuing education benefits), testing supplies, and possible relocation assistance.

**GENERAL SUMMARY:** Mental health therapists and counselors work directly with clients and other mental health professionals in treating disorders of the mind. Responsibilities involve listening, counseling, tracking progress, and developing treatment plans for their patients, manage their schedule, comply with all Ethics and standards set before them by their licensing board and/or practice standards. Therapists and counselors work with individuals (child, adult and seniors), family and or groups to promote optimum mental health.

**RESPONSIBILITIES:** The Therapist must adhere to professional standards and best practice standards of the practice and as delineated by the appropriate licensing board. They must possess the ability to interact with patients and establish working relationships with patients, staff and community agencies.

**KNOWLEDGE:** Be familiar with DSM nomenclature and evidence-based treatment interventions for mental health problems are required. Possess knowledge of the coding guidelines for mental health services. Knowledge to identify and network with community and referral resources to meet patient needs. Familiar with licensing board's standards of care, practice standards, and the ethical guidelines.

**EDUCATION - LICSW:** Requires a Master's Degree in Social Work from an accredited school of Social Work.

**LPC:** Requires a Master's Degree in Counseling or the Equivalent as accepted by the AL Board of Examiners in Counseling from an accredited school.

**Licensed Counselor:** Requires a Master's Degree in Counseling or the Equivalent as accepted by the AL Board of Examiners in Counseling from an accredited school.

**MFT:** Marriage and Family Therapist requires a Masters Degree in Marriage and Family from an accredited degree program as well as a period of supervised clinical practice.

**Minimal 5 years of clinical experience. If less than 5 years of clinical experience, must meet with the Lead Therapist for supervision every quarter.**

EXPERIENCE – Prior clinical experience in an in-patient or outpatient mental health setting preferred with a minimal 3 years' experience. Experience using Microsoft Office applications required. Proficiency in typing, editing, saving documents from PC or e-mailed documents. Prior experience with electronic health records preferred. Adheres to professional standards of care and standards of practice as delineated by the appropriate licensing Boards. Must qualify for insurance credentialing requirements of license-appropriate payors.

In addition to the, therapists shall have the ability to:

1. Interact with and establish effective working relationships with patients, staff members, visitors and the general public in a pleasant and effective manner.
2. Possess professional verbal and written communication skills are required.
3. Must be able to speak and understand the English language; must have considerable knowledge of spelling including proper punctuation.
4. Ability to understand and follow oral and written instructions, to learn assigned tasks readily and make minor decisions in accordance with policy.
5. Manages appointment schedule in consultation with Practice Manager and front desk.
6. Manages therapy time during appointments per time allotted for each appointment.
7. Provides individual, family and group counseling as assigned and deemed necessary.
8. Establish achievable and measurable treatment goals with the patient.

9. Provides crisis intervention and have the ability to deescalate crisis situations as it pertains to the population being served.
10. Develops Treatment Plans and provide updates as needed (also, in accordance to insurance guidelines).
11. Follows Medicaid Guidelines including documentation and supervisory requirements.
12. Documents accurately and efficiently all appropriate therapy notes in the EMR and have documentation submitted within 24 hours to the billing department.
13. Follows Mandatory Reporting Laws (abuse, neglect, exploitation). All therapist should be familiar and comply with local, state and federal mandates governing privacy and confidentiality, such as the Federal Health and Insurance Portability and Accountability Act (HIPPA) requirements and state medical record laws.
14. Maintains the confidentiality of all patient health and business/business proprietary information.
15. Develops, nurtures and sustains collegial relationships within and outside the Practice.
16. Participates in Marketing efforts, Clinical Education and Case Studies either personally or in an assistive interactive role. All therapists must meet their required continuing education units required by their licensing board.
17. Therapist must have good personal and professional boundaries and avoid any staff splitting.
18. All therapists must have a commitment to self-development and professional development.
19. All therapists are expected to be able to work on their own as well as consultation with others.
20. All therapist must be able to provide therapy to various diverse groups of populations, from different socio-economic and cultural backgrounds.
21. When additional knowledge and skills are required to address patient needs, the therapist shall seek appropriate training, supervision, consultation or refer the patient to a professional with appropriate expertise.

22. Therapist shall be knowledgeable about community services and make appropriate referrals as needed.
23. Therapist who make referrals or contact for community resources on behalf of the patient shall not share information about the patient without the patient's written informed consent to release or discuss information with another party. There may be other exceptions to confidentiality as required by law and professional ethics.
24. All therapists who have less than five years of professional clinical experience shall meet with the Lead Therapist as least once a quarter for consultation and monitoring.

APPLICATION PROCESS: Please send the following: cover letter, CV and three professional references; Send application materials all together to Carmen Knox, COO Alabama Psychiatry: [carmen@rrpa.us](mailto:carmen@rrpa.us). Consideration of applications will begin immediately and will continue until the position(s) are filled.

CONTACT: For inquiries, please contact Carmen Knox at: [carmen@rrpa.us](mailto:carmen@rrpa.us)

WEBSITE: <http://www.alpsychiatry.com>