



Mental Health Therapist

\$5,000 Hiring Bonus! \$2,000 upon hire; \$1,000 after 6 months of; \$2,000 after 12 months of employment

The ideal candidate for the Mental Health Therapist is passionate about youth work and enjoys working in an always changing but impactful setting. This is a great position for a therapist who wants to provide therapy but not necessarily in a clinical setting. This position would be ideal for an individual who thrives on creative planning within a collaborative team setting.

Our New VISION All youth feel safe, accepted, and supported.

Our New MISSION The Bridge for Youth centers youth voice, justice, and equity in all we do, and empowers youth experiencing homelessness through safe shelter, basic needs, and healthy relationships.

Our New VALUES

Patience - We give space for youth to make decisions on their own timeline in their own way. Love and Caring - We believe in acceptance, empathy, and non-judgment. Communication - We engage in intentional dialogue to understand each other's truths. Integrity - We actively learn, grow, and change to align our actions in equity and justice. Co-Creation - We seek connection to amplify the voice of youth and each other. Community - We stand together for youth and for each other.

Position Information

Position: Mental Health Therapist

Job Type: Full-Time

Classification: Exempt

Reports to: Lead Mental Health Therapist

Posting Date: March 4, 2022

Closing Date: Open until filled

Compensation: \$60,000 - \$67,000 annually; Supervision included for LGSW & LPCC licensure and partial licensure for LAMFT licensure

Position Overview

The Bridge for Youth (BFY) centers youth voice, justice, and equity in all we do, and empowers youth experiencing homelessness through safe shelter, basic needs, and healthy relationships. For over 50 years, The Bridge has been at the forefront of addressing youth homelessness in Minnesota, positively impacting the lives of the most vulnerable youth in our community, through youth-centered programs that offer a pathway out of poverty and chronic homelessness.

The BFY Therapist is directly responsible for assessment, on-going evaluation, psychoeducation, and providing therapy to youth and families served through BFY programs.

Benefits

- Competitive health, dental, vision and ancillary benefits
- Company paid life insurance and long-term disability
- 403b (immediate contribution and vesting) with up to 4% match after one year of employment
- Up to 20 days of PTO first year of employment, in addition to 15 paid holidays
- Pet friendly

- All staff receive free and unlimited access to virtual health care, mental health counseling, dermatology, back pain, nutrition and medical advice
- Supervision included for LGSW and LPCC licensure, and partial supervision for LAMFT licensure

Key Responsibilities

All Staff Are Expected To:

- Lead within a framework of agency values, philosophies, and goals, including team commitment and cooperation across BFY services and programs
- Emulate and enthusiastically promote the organizational culture as defined by the identified values statements and racial justice and equity opportunities of BFY
- Lead in building upon and strengthening a culture of establishing and nurturing relationships
- BFY believes in team, collaboration, and constantly developing a supportive and caring environment for each other. Sometimes we are asked to lean in above and beyond our position description and we enthusiastically do so

Programmatic

- Maintain coordination of all therapeutic and assessment related services with Resilience House youth
- Assist and participate in the development of all program evaluations and the collection of data for grants, reports or other agency needs
- Support program interns, professional practitioners and staff
- Administer appropriate screening tools and assessments for youth
- Provide consultation, referrals and training to BFY programs as it relates to youth
- Professionally interact and collaborate with outside agencies and service providers to refer and to ensure that a continuum of care for the youth and their families is provided
- Create, develop and carry out specific strategies and activities that coincide with providing a sense of safety, security and stability for the youth and their families

Direct Services

- Provide direct services including involvement and contribution to the therapeutic milieu, individual therapy to youth, and family therapy
- Initiate, develop and maintain positive direct relationships with all youth from initial contact through their entire stay and including ongoing or follow-up contact with BFY services
- Provide individual and family counseling
- Facilitate weekly mental health related groups
- Support and co-facilitate daily mental health and skills groups offered to the youth
- Develop specialized and customized program plans for youth with unique concerns alongside BFY staff
- Provide screenings for services, administer assessments and intake services, document and report abuse (when necessary), complete required file work for youth entering Resilience House
- Assess for on-going concerns related to harm to self and/or others
- Develop on-going safety plans with youth when necessary
- Ensure that case files are current, information is accurately charted, case management plan is being followed, and that critical information is passed on to colleagues
- Adhere to agency standards and procedures for scheduling, file work, and record-keeping

Administrative Duties

- Participate in necessary meetings and team meetings as scheduled (team meetings, case consultation, etc)
- Provide training and consultation to BFY staff as needed

- Maintain client files and ensure HIPPA compliance of therapeutic records
- Assist in the writing of grants for funding programs
- Document monthly data information

Technology Skills Required

- Hands on knowledge of record keeping in a digitized environment, expertise in text messaging and other digital communication methods
- Equipment used - personal computer, electronic mail system, telephone, and cellphone

Qualifications:

- **Required**
 - Master's Degree in Social Work, Marriage & Family Therapy, or Counseling plus three to five years of related experience
 - Licensed as a LGSW, LAMFT or working toward independent licensure
 - Must clear a background check
 - Ability to demonstrate commitment to diversity and inclusion
 - Demonstrated ability to work individually and with a team
 - Demonstrates good communication skills orally and in writing
 - Must have valid driver's license, acceptable driving record and proper automobile insurance limits (\$100,000/\$300,000)
- Preferred
 - Bi-lingual (English-Spanish) with high proficiency of verbal and written skills

Working Hours

- Exempt (salary); 40+ hours per week, including evening and weekend hours

Physical Aspects of the Job

- The incumbent must be able to travel to attend agency meetings and events
- This position requires public speaking and the ability to regularly use the telephone and computer

To Apply

Submit cover letter, references and resume to resume@bridgeforyouth.org

The Bridge for Youth is an Equal Opportunity Employer committed to embracing diversity and individuality and opposed to practices which discriminate on basis of race, gender, sexual orientation, religion, handicap, disability, age, or nationality. We apply this policy of unbiased consideration not only to our employment practices, but also to any contractual opportunities. We are further committed to taking affirmative action to ensure these opportunities are accessible to individuals who meet the qualifications, and we encourage all interested parties to apply. EEO/AA.