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## Mental Health Practitioner

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**The Bridge for Youth VISION** All youth feel safe, accepted, and supported.

**The Bridge for Youth 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.

**The Bridge for Youth 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

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**Position:** Mental Health Practitioner

**Job Type:** Full-Time

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**Classification:** Exempt

**Reports to:** Clinical Director

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**Posting Date:** November 7, 2022

**Closing Date:** Open until filled

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**Compensation:** \$23/hour - \$26/hour

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### 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, BFY 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 Mental Health Practitioner 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 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
- EAP – easy to use services to help with the everyday challenges of life
- Supervision dependent on licensure

### Key Responsibilities

#### **Programmatic**

- 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

- This position is grounded in curiosity. Within this role is an opportunity for learning – to seek and share knowledge and experiences that build trust, community, and culture mired in justice and equity
- 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 meetings with youth, and family meetings to determine care
- 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
- 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
- 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

#### ***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
- 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: Must meet DHS qualifications for Mental Health Practitioner in one of the following ways:**

- Master's degree in behavioral sciences or related field
- Bachelor's degree in behavioral sciences or related field and completes a practicum or internship that requires direct interaction with adults or children served and is focused on behavioral sciences or related fields
- Has completed 30 semester hours or 45 quarter hours in behavioral sciences or related fields with a minimum 2,000 hours of supervised experience working with mental illness and/or substance abuse disorders
- No degree with a minimum 4,000 hours supervised experience working with mental illness, substance abuse disorders and/or emotional disturbances

**Other Qualifications**

- Ability to demonstrate commitment to diversity, equity, and inclusion
- Ability to communicate and build, strong effective working relationships with people across the organization
- Strategic and forward-thinking, problem solving, communication, time management, decision making, knowledge of legal and statutory compliance, organizational skills, and ability to work with others internally and externally
- Must have excellent written and verbal skills
- Must clear a background check
- Experience in a similarly situated nonprofit (preferred)
- Bilingual/Spanish written and spoken (preferred) with high proficiency of verbal and written skills
- Valid driver's license, satisfactory driving record and insurance limits of \$100,000/\$300,000 (preferred)

**Working Hours**

- Full-time salaried position; Tuesday-Saturday

**To Apply**

Submit cover letter, references and resume to [resume@bridgeforyouth.org](mailto: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.*