



Mental Health Therapist

HOW TO APPLY: Submit resume and cover letter to resume@bridgeforyouth.org.

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

Position: Mental Health Therapist

Job Type: Full-Time

Classification: Exempt

Reports to: Clinical Director

Posting Date: April 12, 2024

Closing Date: Open until filled

Compensation: \$60,000 - \$65,000 annually

Working Hours: Monday – Friday with ability to be flexible to accommodate needs of a 24/7/365 program, some nights and weekends required

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 Mental Health Social Worker is directly responsible for assessment, on-going evaluation, psychoeducation, and providing therapy to youth and families served through BFY programs. 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.

Benefits

- Clinical Supervision provided
- Retention bonus: \$500.00 after 6 months of employment; \$1000.00 after 12 months; \$1500.00 after 18 months
- 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
- Pet Friendly
- We have an amazing PTO offering! We offer:
 - 4 weeks of paid time off in first year of employment
 - 5 weeks of paid time off until third year of employment

- 6 weeks of paid time off after 3 years of employment
- 12 paid holidays + 2 floating holidays + 1 self-care day
- Multiple in-service trainings available as well as external options paid for by agency

We ask all staff 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; Sometimes we are asked to lean in above and beyond our position description and we enthusiastically do so

Key Responsibilities

Programmatic

- Assist and participate in the development of BFY 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 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 being served by BFY programs

Direct Services

- Provide direct services including involvement and contribution to the therapeutic milieu, individual meetings with youth, and family meetings to determine case plan
- 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
- Facilitate ongoing after-care groups and community based mental health-based groups
- Develop specialized and customized program case plans for youth with unique concerns in coordination with BFY staff
- Provide screenings for services, administer assessments and intake services, document, and report abuse (when necessary)
- 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 case consultation to BFY staff as needed
- Provide training to BFY staff working on their Mental Health Practitioner Certificate as defined by Department of Human Service (DHS)
- Serve as Task Supervisor for BFY interns and their daily responsibilities within program
- Maintain client files and ensure HIPPA compliance of therapeutic records

- Document monthly data information

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

Qualifications

Required

- Master's degree in behavioral sciences or related field
- Must clear a DHS background check
- Must hold a clinical license in Social Work or related field
- Must have previous experience working with youth
- Must be able to exercise critical thinking and independent judgement
- Must have ability to understand and maintain sensitive, confidential information
- Must have high proficiency of verbal and written skills
- Must have ability to demonstrate commitment to racial justice, equity, inclusion and diversity

Preferred

- Bi-lingual (English-Spanish) with high proficiency of verbal and written skills

Technology Skills Required

- Hands on knowledge of record keeping in a digitized environment, expertise in text messaging and other digital communication methods
- Proficiency in Microsoft Office Suite (Outlook, Word, Excel, etc.)
- Equipment used - personal computer, electronic mail system, telephone, and cellphone

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.