



## JOB DESCRIPTION

<b>Job Title:</b>	Rehabilitation Therapist	<b>Position Code:</b>	198045
<b>Exemption Status:</b>	Non-Exempt	<b>Department:</b>	Program Services
<b>Reports To:</b>	Program Services Administrator	<b>Division:</b>	Residential Treatment
<b>Review Date:</b>	November 2010	<b>Supervises:</b>	None
		<b>Facility:</b>	MCMHTF

### Summary

This position develops, organizes, and implements psychiatric rehabilitation groups and activities that address the needs of persons with severe and persistent mental illness. The Rehabilitation Therapist is also responsible for an array of daily interventions including groups, individual counseling, crisis intervention, behavioral programming and auxiliary support activities for patients. This position documents objective-driven contact notes that generate monthly progress notes. Curriculum and resource development are also key facets of the job. Finally, the Rehabilitation Therapist works in conjunction with the interdisciplinary treatment teams to achieve measurable objectives specified in the Recovery Plan.

### Primary Duties and Responsibilities

- Plans and conducts daily recovery groups, manages group process/dynamics so as to maximize patient participation and positive objective outcomes. Implements individualized behavior plans & MHT mentoring. Maintains creative, stimulating groups and room environment.
- Assesses and reassesses patients' strengths and needs and achievement of goals and objectives on the treatment plan.
- Performs timely, complete, accurate, and legible documentation of services provided that is consistent with professional standards, facility procedures, and department requirements.
- Is knowledgeable about care and treatment needs of patients of different ages. Provides individualized care and treatment that is consistent with/sensitivity to the age and life span developmental needs of each patient. Completes yearly training.
- Is honest, consistent, fair, positive, nurturing in daily interactions. Demonstrates values and philosophy of Role Recovery approach. Demonstrates advocacy for patients. Handles crisis behavior by identifying antecedents, verbal de-escalation and CPI implementation. Effective therapeutic communication- verbal, para-verbal, non-verbal.
- Takes initiative to make cooperative efforts with colleagues and other facility staff to meet needs of patients.
- Manages time effectively including completion of assigned auxiliary support services and department task assignments.
- Is sensitive to cultural diversity issues, treats patients as an individual, and considers the culture of the patients when providing care and treatment. Completes yearly training.
- Performs other duties as assigned.

NOTE: Job descriptions are not intended to be exhaustive lists of all responsibilities, skills, efforts or working conditions associated with a job, but are intended to accurately reflect principal job elements.



### Minimum Requirements

- Bachelor's degree required in a human services field
- One (1) one year experience in a mental health setting.
- Must be able to communicate effectively with all levels within the facility.
- Good writing skills. Must be able to thoroughly and effectively document all work performed in the position.
- Ability to work with computers and the necessary software typically used by the department.
- Ability to read and communicate in English.
- High degree of empathetic listening, tact and kindness toward others.
- Ability to communicate well verbally.
- Excellent written and verbal communication.
- Ability to work with computers and the necessary software typically used by the department.

**Working Conditions:** Encountered on a regular basis as part of the work this job performs.

	NEVER	OCCASIONALLY (0-30%)	FREQUENTLY (31-60%)	CONTINUOUSLY (61-100%)
LIFTING OR CARRYING				
1-10 LBS			X	
11-20 LBS			X	
21-40 LBS			X	
41-60 LBS		X		
61 OR MORE LBS		X		
PUSHING OR PULLING:				
1-40 LBS		X		
41-60 LBS	X			
61 OR MORE LBS	X			
BENDING OR STOOPING			X	
REACHING ABOVE SHOULDER LEVEL			X	
DRIVING AUTOMATIC EQUIP. VEHICLES	X			
WORKING WITH MACHINERY	X			
CLIMBING		X		
WALKING			X	
STANDING			X	
SITTING			X	
WORKING IN EXTREME TEMPERATURES	X			

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