

## School-Based Therapist

HealthFinders Collaborative (HFC), a community health center, provides a comprehensive primary access point to health services for marginalized families in Rice County. Through primary care, medication assistance, patient education and advocacy, and community-based wellness programming, HFC works across the continuum of wellness to collaborate and engage communities in their own health. HFC believes in the inherent capacity of our patients and communities to support health and wellness. Established in 2005, HFC is a growing non-profit in the dynamic field of community health care.

HFC is looking to hire 3-4 FTEs. Full or part-time is available.

- Position:** School-Based Therapist (LPC/LPCC, LGSW/LICSW, MFT/LMFT); bilingual in English/Spanish or English/Somali preferred)
- Salary Classification:** .8-1.0 FTE, Exempt, benefit Eligible, compensation based upon degree, licensure and experience
- Location:** Primarily Faribault school-based sites, Faribault HFC clinic, and other locations as appropriate and necessary
- Expected Schedule:** Mostly days, some evenings and weekends for specific events

**Salary Range:** \$48,672-83,200/year for 1.0 FTE

### Position Description:

Contracted person will work in the capacity of a mental health therapist offering clinical and preventative intervention services to individuals within the Latinx and Somali community, in both school- and clinic-based settings. Providers will work closely with partnering school districts and student support teams to identify opportunities to provide education, early identification and intervention services, as well as individual, group and family mental health services to students and families. Providers will also provide education and consultation to school staff, external collaterals, community members, and community partners regarding issues pertaining to youth mental health and treatment. Utilization of strengths- and evidence-based practices will be implemented in order to both alleviate psychological distress and promote resiliency and ongoing wellness.

### Primary Responsibilities:

#### Clinical Services

- Complete diagnostic assessments and treatment plans in accordance with agency policies and DHS requirements.
- Provide individual, family, couples, and/or group counseling to a predominantly Latinx and Somali population at clinical, school-based, and other designated locations.
- Ensure access to ongoing mental health services during the summer months, to promote continuity of care.

- Complete all administrative forms and tasks related to the role of being a mental health therapist at HealthFinders Collaborative, including documentation, caseload management, billing, reporting and program improvement initiatives.
- Crisis intervention, both within the schools and in HFC clinics, as appropriate and needed.
- Complete required quarterly reports regarding data on individuals served within the program, as well as other metrics defined by DHS requirements.
- Completed required CASII, SDQ and MN-ITS documentation.

### **School Collaboration**

- Collaborate with school-based student support teams to create, implement and evaluate interventions and programming aimed at prevention, early identification and intervention, and care coordination to ensure that students and families impacted by behavioral health issues, or at risk of being impacted, have access to the appropriate resources within the community.
- Attend collaborative meetings with student support teams to discuss additional opportunities to address risk factors related to substance use and mental health concerns.
- Build positive relationships with students, families and school staff to promote the health, well-being and academic success of students within the district.
- Advocate for recovery, and provide ongoing education within the school, community, as well as to HFC staff and volunteers.
- Consultation with teachers, student support teams, and other school personnel regarding issues related to mental health and substance use.
- Support school-linked behavioral health model and grant program goals.

### **Community Engagement**

- Represent HFC and school programs within the communities we serve.
- Work with HFC program staff to develop and promote mental health and wellness in the community through development and implementation of activities, workshops, seminars and materials pertaining to positive social norms, resiliency, education and skill-building in relation to behavioral health issues.
- Work with HFC community engagement team to identify unmet needs and develop/tailor programs in response.
- Work with community partners to establish and expand necessary behavioral health programming at HFC and participate in area initiatives.

### **Care Coordination**

- Co-manage patients with staff and volunteer healthcare providers when appropriate.
- Collaborate with HFC staff and programs to meet the needs of the community and those served.
- Provide necessary referrals, care coordination and follow up services to ensure the health, safety and well-being of patients and families.
- Support developing processes, procedures, workflows, and policies to support the coordination of work between the school, students/families and other behavioral health providers.

- Provide advocacy, complete referrals for appropriate services and collaborate with external collaterals to ensure patient and family needs are addressed.

### **Other Responsibilities and Expectations**

- Attend regular HFC staff and departmental meetings, as well as participate in trainings and other educational opportunities identified to support the work in this role.
- Attend all school-linked meetings with stakeholders, DHS, and other entities involved in the grant.
- Engage in professional development to support the utilization of evidence-based practices to address prevention and intervention for those impacted by behavioral health disorders.
- Complete documentation of work being done, in accordance with data tracking and management requirements.
- Provide data on students and families served, as well as types of services and interventions provided.
- Maintain student privacy and confidentiality in accordance with HFC policies and HIPAA regulations.
- Maintain clear professional boundaries with students and families, as well as with school collaterals.
- Maintains professional standards, education and development required for respective license.
- Ability to work independently, which may include some evenings and weekends.
- Provide supervision to student interns and clinical trainees, as appropriate.

### **Basic Qualifications and Experience:**

- Licensed in the State of Minnesota in a mental health field (LPC/LPCC, LGSW/LICSW, MFT/LMFT); licensure at the independent level strongly preferred.
- Experience with diverse communities, demonstrated practice of cultural competency, and the ability to work constructively with historically underserved communities.
- Bilingual in Spanish/English or Somali/English, and familiarity with Latinx and East African cultural practices strongly preferred.
- Ability to seek out appropriate consultation and supervision regarding complex patient circumstances.
- Excellent written and verbal communication skills.
- Ability to work proactively and independently.
- Excellent team player.
- Assessment and treatment planning skills.
- Knowledge of individual and group interventions for children, adolescents, adults and families.
- Previous experience in a school-based setting.
- Reliable transportation and ability to travel within the service area.
- Must have compassion and desire to work with individuals and families impacted by behavioral health disorders.
- All HFC staff must conduct themselves in a manner that is congruent with character etiquettes and expectations as a professional and outlined within the staff handbook and relevant professional guidelines.



Posted July 2023

**To apply** please submit a cover letter and CV to  
Wendy Sara  
[sara.wendy@healthfindersmn.org](mailto:sara.wendy@healthfindersmn.org)