

ACCS Clinician

Boston, MA

ACCS Clinicians: \$4,000

After the first 6 months, receive a bonus of \$2,000

After the first 12 months, receive a bonus of \$2,000

Mission Statement:

Bay Cove Human Services partners with people to overcome challenges and realize personal potential.

Job Summary:

As a member of the multidisciplinary ACCS Integrated Team, the Clinical Supervisor carries a caseload and provides direct intervention with Persons to conduct comprehensive assessments, treatment plans, and clinical interventions, as well as providing modeling and supervision to assigned Program Managers and Engagement Partners regarding the implementation of interventions. The Clinical Supervisor contributes to Bay Cove's mission by partnering with Persons to work towards personal goals in order to achieve greater independence and improved quality of life. This is an exempt position.

Supervisory Responsibilities:

- Program Managers as assigned
- Engagement Partners as assigned
- At the discretion of the ACCS Assistant Integrated Team Director

Essential Functions of the Position:

- Perform as the Primary Clinician as assigned by the ACCS Integrated Team Director for a caseload not to exceed 28 Persons and as the Primary Clinician on the Engagement Team of each assigned Person
- Identify engagement strategies considering the Person's situation and preferences, and review and revise engagement strategies as necessary.
- Responsible for each assigned person's clinical assessments and treatment plans.
- Provide guidance, feedback, and training to supervisees to insure the knowledgeable incorporation of evidence based practices and philosophies into engagement strategies, treatment planning and the selection of interventions based on each Persons' assessed readiness and expressed interest in order to support long-term recovery. These practices include but are not limited to; Screening, Brief Intervention, and Referral for Treatment (SBIRT), Stages of Change, Motivational Interviewing, Harm Reduction, Seeking Safety and Trauma Recovery and Empowerment Model (TREM)
- Utilize recovery-oriented language and principles in all communication and interactions with Persons, colleagues, and collaterals.

- Develop safety plans for the Person and clinical risk response plans as indicated for the members of the Person's Engagement Team; plans will be built on the Person's strengths and preferences that identify strategies the Person and the Engagement Team will utilize to address and mitigate risks. Responsible for reviewing and revising the safety plans and the clinical risk response plans as needed.
- Provide supervision of assigned Program Managers and Engagement Partners, including hiring, training, progressive disciplinary action, and evaluation
- Collaborate with Care Coordination Entities and other providers to ensure access to appropriate medical, clinical, self-help, and peer modalities during times of crisis, care transitions, other life transitions and changes in health status.
- Contribute to the overall functioning of the Integrated Team by sharing in the administrative responsibilities and on-call coverage on a rotating basis as assigned.
- Complete all assigned documentation, including assessments, treatment plans, service notes, incident reports in a thorough and timely manner.
- Provide crisis assessment, prevention, and needed intervention during the work day and while on-call on nights and weekends as scheduled.
- Perform other duties as assigned by supervisor

Requirements for the Position:

- Master's degree in social work, psychology, counseling or related field required.
- LICSW, LCSW, LMHC, or other behavioral health category which qualifies as Licensed Practitioner of the Healing Arts required.
- At least two years of experience providing services to adults with mental health challenges.
- At least one year of supervisory and management experience preferred
- Demonstrated expertise in team building and facilitating group processes.
- Strong commitment to the right of each Person with mental health challenges to live in community residences, to work in market jobs, and to have access to helpful, adequate, competent, and continuous supports and services of their own choosing.
- Flexibility to work evenings and weekends on an as needed basis.
- Professional writing and verbal communications skills.
- High degree of personal organization, attention to detail, and time management skills.
- Proficiency in word processing and other computer functions using Windows, Word, and Google Email and Apps.
- Department of Public Health certification in medication administration required within 3 months of hire.

- CPR and First Aid certification required within 3 months of hire.
- Ability to climb stairs and carry up to 40 pounds, as well as the physical capacity to assist people with mobility impairments as needed.
- Use of personal cellular telephone for work communication.
- Valid driver's license preferred.
- Bilingual candidates encouraged to apply, pay differential offered for candidates with fluency in certain essential languages.
- A COVID-19 vaccination is a requirement of the position. One COVID-19 shot is acceptable, contingent on the individual receiving the second shot within the allotted time frame.

Mission Traits:

- Utilizes a flexible and responsible work style that meets evolving needs of the agency.
- Works with integrity and respects the dignity and value of all individuals.
- Exhibits mission through job knowledge, pride in work role, and advocacy.
- Promotes diversity and inclusion of all individuals.
- Works in a collaborative, compassionate manner with stakeholder/ partners