



JOB DESCRIPTION | Clinician

Position Title: Clinical Counselor
Supervisor: Clinical Director

Employment Status: Full-Time
Salary Range: Competitive, Based on experience

The mission of the All Star Children's Foundation (ASCF) is to build a brighter future for children in foster care through innovation, science, and compassion. ASCF is situated on a 5-acre campus that includes a pediatric mental health treatment and research center, along with 6 single-family foster homes. Foster parents and children on campus receive comprehensive supportive services from a team of trauma-informed professionals.

ASCF is looking for an experienced Clinical Counselor to provide evidence-based, trauma-informed assessment, treatment planning, and intervention services to children and families involved with Florida's child welfare system. This position is essential to ensuring comprehensive, evidence-based care for each child and family residing on campus, as well as upholding a trauma-informed approach to all interactions and tasks.

A successful candidate will have the following minimum qualifications:

- Master's degree or higher in Human Services or related field (e.g., Social Work, Psychology, Marriage and Family Therapy, Mental Health Counseling, etc.)
- Licensure or license eligibility in the State of Florida for counseling, psychology, or social work
- At least two years of post-master's supervised experience providing intervention and treatment to children and families with trauma histories
- Experience providing evidence-based, trauma-informed intervention services to children and families
- Certification or advanced training in evidence-based trauma treatments (e.g., TF-CBT, PCIT, ARC, CPP, etc.)
- Excellent organizational and time-management skills
- Proficiency in electronic health record documentation that follows Medicaid standards
- Ability to work as part of a multi-disciplinary team throughout a client's clinical journey
- Knowledge of child abuse and neglect and the child welfare system
- Experience as a Comprehensive Behavioral Health Assessor a plus

Essential Duties and Responsibilities:

- Delivering evidence-based, trauma-informed services in outpatient and home-based settings.
- Maintaining fidelity to evidence-based interventions and ASCF program models.
- Completing accurate, timely clinical documentation of the highest quality that is consistent with agency standards and insurance rules/regulations.
- Conducting comprehensive assessment of child emotional, behavioral, and social functioning.
- Engaging birth families in their child's care.
- Supporting caregiver understanding and application of trauma-informed parenting practices.
- Actively participating in weekly multidisciplinary case planning meetings and daily huddles to collaborate across disciplines and departments to anticipate and effectively address child and family needs.
- Facilitating Child and Family Team meetings to coordinate children's care across multiple service systems.
- Performing clinical case management duties.
- Facilitating a therapeutic transition and a positive placement for each client.

Competencies:

To perform the job successfully, an individual should demonstrate the following competencies to perform the essential functions of this position.

Judgement	Makes sound decisions; bases decisions on fact rather than emotion; analyzes problems skillfully; uses logic to reach solutions.
Problem Solving	Anticipates problems; sees how a problem and its solution will affect other units; gathers information before making decisions; weighs alternatives against objectives and arrives at reasonable decisions; adapts well to changing priorities, deadlines and directions; works to eliminate all processes which do not add value; is willing to take action, even under pressure, criticism or tight deadlines; takes informed risks; recognizes and accurately evaluates the signs of a problem; analyzes current procedures for possible improvements; notifies supervisor of problems in a timely manner.
Clinical Skills	Maintains an ethical practice (e.g. awareness of ethical standards and conduct); demonstrates strong client relationships and interpersonal skills (e.g. establishes and maintains rapport, accurately perceives and understands clients, and maintains role boundaries); Recognizes diversity, individual difference, and cultural competency in clinical practice; implements appropriate assessment and intervention strategies; demonstrates competency in general clinical skills including the understanding of concepts, theory, and empirical foundations for practice.
Knowledge, Skills & Abilities	Ability to communicate effectively, verbally and in writing; Ability to establish effective working relationships with clients, co-workers, supervisors and other individuals. Possess effective interpersonal skills; Must be able to work flexible hours, including evenings and weekends. Knowledge of agency's organizational structure, standard operating procedures, and policies; Knowledge of Department of Children and Families rules and regulations regarding the care of children, as well as, understanding of child abuse or neglect reporting procedures and methods. Knowledge of counseling, intervention and treatment methods, strategies and techniques; knowledge of quality documentation as required by agency standards, rules, regulations, and Medicaid BHOS. Ability to conduct assessments, treatment evaluations, counseling in group and individual sessions, treatment planning, and discharge planning. Ability to work as a multi-disciplinary team member in a positive productive manner. Ability to convey ideas, concepts and case studies to clients, other clinical staff, families, court, and to other audiences as required. Ability to participate in play therapy activities.
Organization	Able to manage multiple projects; able to determine project urgency in a practical way; uses goals to guide actions; creates detailed action plans; organizes and schedules people and tasks effectively.
Cooperation & Teamwork	Works harmoniously with others to get a job done; responds positively to instructions and procedures; able to work well with staff, co-workers, peers and managers; shares critical information with everyone involved in a project; works effectively on projects that cross functional lines; helps to set a tone of cooperation within the work group and across groups; coordinates own work with others; seeks opinions; values working relationships; when appropriate facilitates discussion before decision-making process is complete.
Quality of Work	Maintains high standards despite pressing deadlines; does work right the first time; corrects own errors; regularly produces accurate, thorough, professional work.
Reliability	Personally responsible; completes work in a timely, consistent manner; works hours necessary to complete assigned work; is regularly present and punctual; arrives prepared for work; is committed to doing the best job possible; keeps commitments.
Supports Diversity	Treats all people with respect; values diverse perspectives; participates in diversity training opportunities; provides a supportive work environment for a multicultural staff; applies the ASCF's commitment to cultural proficiency; shows sensitivity to individual differences; treats others fairly without regard to race, sex, color, religion, mental or physical ability, health

	status, nation of origin, gender identity or expression or sexual orientation; recognizes differences; takes advantage of opportunities to learn and gain by working together; values and encourages unique skills and talents; seeks and considers diverse perspectives and ideas.
Leadership	Inspires and motivates others to perform well and accepts feedback from others.
Physical Demands	The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is frequently required to stand, sit, walk, communicate and hear. The employee is occasionally required to use hands to finger, handle, or feel; reach with hands and arms; climb or balance; and stoop, kneel, crouch, or crawl. The employee may frequently lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision and ability to adjust focus. There is need for travel, to accommodate client's needs, but mileage is reimbursed. Working hours are flexible and employee will need to set schedule to meet the needs of clients and treatment plan goals.

Note: This job description in no way states or implies that these are the only duties to be performed by the employee(s) incumbent in this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by any person authorized to give instructions or assignments. All duties and responsibilities are essential functions and requirements and are subject to possible modification to reasonably accommodate individuals with disabilities.

ASCF an equal opportunity employer that is committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment of any kind based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by federal, state, or local laws. This policy applies to all employment practices within our organization, including hiring, recruiting, promotion, termination, layoff, recall, leave of absence, compensation, benefits, training, and apprenticeship. ASCF makes hiring decisions based solely on qualifications, merit, and business needs at the time.

To perform this job successfully, the incumbents will possess the skills aptitudes and abilities to perform each duty proficiently. Some requirements may exclude individuals who pose a direct threat or significant risk to the health or safety of themselves or others. The requirements listed in this document are the minimum levels of knowledge, skills or abilities.