# **Job Title: Youth Recovery Clinician**

**Program/Department:** Project YESS

**Position Type:** Full-Time 40 hours/ week – Hybrid Position (remote and on-site)

**Location:** Worcester

**Reports to:** Program Manager

The Institute for Health and Recovery (IHR) is a statewide service, research, policy, program development and capacity building agency. IHR designs its services based on an understanding of the impact of trauma. IHR’s CARF accredited treatment programs provide holistic interventions for hard to reach and high-risk individuals and families. IHR’s mission, since our founding in 1989, has been to develop and support a comprehensive continuum of care for families, individuals, youth, and pregnant and parenting people affected by alcohol, tobacco, and other drug use, violence/trauma, mental health challenges and other health issues, while advancing principles of health equity and social justice. Our work is focused on addressing and eradicating inequities in our health care, economic, and justice systems, especially as they disproportionately affect women and people of color. We are committed to providing services and creating communities that mitigate the effects of substance use, mental illness, and trauma.

# **Summary Statement**: The **Youth Recovery Clinician** will enhance and expand comprehensive evidence -based treatment, early intervention, and recovery support services for adolescents and transitional aged youth (ages 12-20) with substance use disorders (SUD) and/or co-occurring substance use and mental disorders (COD), and their families/primary caregivers. The **Youth Recovery Clinician** will provide a coordinated multi-system family centered approach that will enhance and expand comprehensive evidence-based treatment, including early intervention, and recovery support services to the population of focus.

## Essential Functions:

* Provide a comprehensive, client-centered, trauma-informed, evidence-based, coordinated, and integrated outpatient system of care, to youth in need of early intervention or substance use services~~.~~
* Complete training and related tasks required for certification in evidence-based practices, including [Adolescent Community Reinforcement Approach (A-CRA)](https://www.chestnut.org/ebtx/treatments-and-research/treatments/a-cra/), an evidence-based, developmentally-appropriate treatment for youth with substance use disorders.
* Perform diagnostic evaluations through intake interviews and collateral resources.
* Conduct comprehensive assessments and screen clients and family for alcohol misuse, illicit drug use, and tobacco use
* Provide brief counseling and individual therapy to youth (ages 12-20) and their families (as appropriate) in community settings, utilizing evidence-based practices (e.g., SBIRT, A-CRA/ACC, Motivational Interviewing).
* Develop treatment plans addressing family functioning, substance use, mental health, trauma, relapse prevention, and recovery support.
* Provide wrap-around and case management services by helping youth and families identify and access community resources, natural supports, and other opportunities.
* Collaborate and coordinate care with partner program staff in implementing youth development services developing goals, monitoring services, and evaluating progress.
* Collaborate with project evaluators AHP to ensure development of a smooth and accurate process that meets SAMHSA, AHP, and IHR requirements.
* Facilitate discharge planning including aftercare, when appropriate.
* Provide crisis management and intervention as appropriate.
* Attend all project and team meetings as well as trainings as scheduled.
* Conduct evaluation interviews and submit results in a timely manner.
* Work in collaboration with the Program Manager, Youth Support Mentor and referral sources.
* Maintain all written reports and records (including electronic health records) accurately and in timely manner.
* Communicate with IHR’s main office in Watertown with cloud-based shared calendars, timesheets and check in with supervisors.
* Attend team and agency staff meetings.

## Competencies:

* Clear Communication
* Highly organized
* Strong Teamwork
* Self-Motivation, Independence
* Problem Solving Skills
* Adaptability and Flexibility
* Development and Continual Learning
* Value efforts of Diversity, Equity, and Inclusion
* Regular attendance and punctuality are required

## Qualifications/Requirements:

* Advanced degree in social work, counseling, psychology or related field required.
* Clinical license (LICSW, LCSW, LMHC, LMFT) preferred, but not required.
* Bi-lingual/bi-cultural (Spanish/English) candidates strongly encouraged to apply.
* Strong understanding of family-centered, trauma-informed, evidence-based and integrated outpatient system of care, to support the population of focus.
* Demonstrate highest quality clinical services while maintaining all agency regulatory and ethical standards.
* Previous clinical experience working with transition-age youth, young adults, families who are at risk of or impacted by SUDs/CODs.
* Previous experience working in multi-cultural environments and organizations with community-based, non-profit organizations.
* Ability to establish a relatable and approachable connection with adolescents.
* Good organizational and communication skills, both oral and written.
* Ability to work effectively with diverse cultural groups.
* Self-starter with ability to work independently.

## Other Requirements: (If Applicable)

* Valid driver’s license, good driving record, and regular access to a reliable vehicle.
* Business Class Rider on Motor Vehicle Insurance, if transporting clients.

(Reimbursable; required within one month of start of job).

**Benefits:**

IHR has a strong commitment to equity and diversity and offers a rewarding work environment with competitive salary and generous benefits, including:

* 15 vacation days/ 5 personal days/ 13 federal holidays/ 15 sick days during the first two years (pro-rated for part time employees), with increases in vacation days in subsequent years.
* 403 B retirement benefits with employer contribution after two years.
* 80 - 85% employer-paid health insurance.
* 90% employer-paid dental insurance.
* 100% employer sponsored basic life insurance.
* Professional Development.
* Employee Assistant Program (EAP).
* Referral Recruitment Bonus.

#### Physical Requirements:

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. While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to sit, stand; walk; use hands to finger, handle or feel; and reach with hands and arms. This position requires the ability to occasionally lift products and supplies weighing up to 10 pounds. Reasonable accommodation will be made for otherwise qualified individuals with a disability. Nothing in this job description restricts management’s right to assign or reassign duties and responsibilities to this job at any time. This job description is subject to change at any time.

**Equal Opportunity Employer:**

IHR is proud to be an equal opportunity employer, seeking to create an inclusive and diverse environment. All qualified applicants will receive consideration for employment without regard to race, ethnicity, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

**Employee signature below constitutes employee’s understanding of the requirement and duties of the position.**

**Employee Signature: Date:**