



Job Title: Clinician Generalist
Program: The Crossroads
Reports To: Clinical Director
Hours: 1 FTE in Albuquerque
Salary: \$52,000 (depending on experience), plus benefits

Job descriptions are intended to present a general list of tasks/duties performed by employees. Job descriptions are not intended to reflect all duties performed within the job. Nothing in this job description forms or is intended to form a contract of employment. Employment with Crossroads for Women is at will.

ABOUT CROSSROADS FOR WOMEN

Crossroads for Women works to break destructive cycles and support women to build their lives. The Crossroads delivers Therapeutic Day Treatment services in support of women in permanent supportive housing and transitional living in therapeutic communities. Crossroads for Women provides comprehensive, integrated services to support women working to break the cycle of homelessness and incarceration. Women receive support in building healthy, stable, and self-sufficient lives in the context of their family, community, and culture. Recognized by the New Mexico Legislature for outstanding services to the community, Crossroads for Women operates on a \$2M annual budget, with a staff just shy of 40 people and many community volunteers in four locations across central New Mexico.

POSITION SUMMARY

The Clinician Generalist is responsible for ensuring the overall effectiveness of The Crossroads program including but not limited to: effective administration of psychosocial evaluations/assessments; individual and group counseling, and/or psychotherapy; home visits, field visits and crisis intervention in a high-intensity clinical environment. This position requires a high degree of independent decision-making. This position works closely with the Clinical Director, Executive Director and Crossroads program staff to ensure that program development and services are meeting the needs of program participants. Under the supervision of the Clinical Director this position is responsible for facilitation of clinical and psycho-social rehabilitation services. Leads and trains specified program staff, students and/or interns engaged in related therapeutic/client care activities, as appropriate. Ensure that staff and students adhere to agency Policies and Procedures. Willing to work to support the overall mission of the organization.

REQUIREMENTS

1. Master's Degree, discipline-specific Independent Licensure in New Mexico (LPCC, LCSW/LISW); with a minimum of 2 years of direct counseling and assessment experience in a therapeutic substance abuse or mental health setting and/or two years' experience in a residential setting.
2. Must possess strong skills as a generalist practitioner.

3. Strong crisis intervention skills; mediation skills; multi-cultural training.
4. Ability to work effectively in a rapidly changing, multi-task, crisis oriented environment.
5. Ability to work independently and as part of the team to ensure that the highest quality and most relevant aspects of the job and services are provided to clients.
6. Conduct all relationships in such a way as to promote mutual respect, public respect, and improvement of services.
7. Ability to adhere to strict standards of confidentiality.
8. Provides services including crisis intervention and emergency services, ongoing psychosocial assessment, develops treatment plan in conjunction with appropriate staff members and client including discharge planning.
9. Provides support and encouragement for clients in fulfilling treatment plans and achieving goals.
10. Has a strong working knowledge of the principles of gender specific, trauma treatment and trauma informed care, harm reduction, and strengths based substance abuse and mental health recovery.
11. Must have strong attention to detail, and be well organized.

12. Ability to work at Metropolitan Detention Center, including ability to pass background check to provide services in the jail.
13. Satisfactory clearance of Criminal Records Check.
14. Must have a valid driver's license and own vehicle.

PHYSICAL DEMANDS

While performing the duties of this job, the employee is regularly required to sit for long periods of time. This position requires long periods of computer usage including typing and viewing a monitor. The employee frequently is required to use hands, fingers to handle and feel. The employ will be required to drive between agency offices and client's homes and may be occasionally support in the transportation of clients. The employee must occasionally lift and/or move up to 40 pounds. Specific vision abilities required by this job may include close vision, distance vision, and depth perception. Speak and hear face to face. 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.

Duties and Responsibilities:

PROGRAM OVERSIGHT

1. Oversees the establishment and maintenance of case files, referrals and other related documents for the treatment of clients ensuring compliance with agency requirements and meet or exceed state, federal or agency clinical standards.
2. Ensures that facility is a safe and protected environment which includes supporting the development of appropriate procedures for handling day-to-day and crisis related situations.
3. Ensures that the facility meets fire safety and housing code requirements.
4. Attends weekly meetings with county housing providers/staff and other services providers, as well as quarterly collaborative meetings with all community service providers for the specified program.
5. Maintain good working relationship and on-going contact with county housing providers/staff in order to ensure proper and timely delivery of services to accepted clients.

CLINICAL

1. Conducts interviews at Metropolitan Detention Center, maintaining working relationships with jail staff/case managers/other program staff.
2. Conduct intakes and clinical assessments regarding program acceptance/denial ensuring rightness of fit for both potential client and program.
3. Oversee treatment and service plan development and progress for each client.
4. Conduct trauma informed groups, and/or individual Crisis intervention, timely completion of discharge and clinical summaries.
5. Provides individual and group counseling, and/or psychotherapy for clients and families as appropriate.
6. Produces coordinated treatment plan in conjunction with the Case Manager and client.
7. Timely completion of client intake summaries, assessments, discharge, and transfer plans; participates in treatment planning and follow-up as member of the Clinical team.
8. Consults with other providers as appropriate, to provide comprehensive treatment for clients served; makes client referrals when indicated.
9. Provides and/or arranges for therapeutic interventions as appropriate for clients in crisis condition; provides support and consultation to crisis line employees; follows up to determine reliability of crisis response.
10. Maintains case files, referrals and other related documents for the treatment of clients ensuring compliance with agency requirements and meet or exceed state, federal or agency clinical standards; prepares required documentation related to the clients care.
11. Be cross-trained in other areas of Crossroads support services.
12. Participate in weekly staff meetings and clinical case reviews.
13. Assists with supervision of graduate students and interns utilizing effective human resource and management skills.
14. Assists with the development of individual and group counseling and advocacy interventions provided to the diverse client population of specified program.
15. Provide in-reach services to clients currently incarcerated at Metropolitan Detention Center including weekly life skills group sessions and provide information about program as appropriate.

OTHER

1. Ensures that facility is a safe and protected environment including developing and implementing appropriate procedures for handling day-to-day and crisis related situations.
2. Contributes to the management of donations, including greeting donors, receiving the donation and ensuring that a donation receipt form is completed.
3. Contributes to the daily operations of the agency as needed which includes, group meal preparation, cleaning.
4. Other duties as assigned and relevant to the success of the mission of Crossroads for Women.

Crossroads for Women is an Equal Opportunity Employer. If interested please email your resume, cover letter and three professional references to: employment@crossroadsabq.org or send the same to Crossroads for Women, Attn: Employment, 805 Tijeras NW Albuquerque, NM 87102.