

Job Title: Therapist

FLSA Status: Exempt (Salary)

Employment Status: Full Time or Part Time

Compensation Range: [Insert]

Reports To: [Person/Department]

Job Summary

The Therapist is responsible for providing high-quality clinical services to individuals and families with mental health and behavioral needs. This includes completing assessments, developing individualized treatment plans, and implementing evidence-based interventions to support client progress, stability, and overall well-being.

Education & Experience

- Master's degree in Social Work, Counseling, Marriage and Family Therapy, or related field required
- Active licensure (LCSW, LMFT, LAC, LSW, LPC, or equivalent) required or eligible
- Minimum of 1–3 years of experience working with children and families
- Experience providing services in community-based or outpatient settings preferred
- Valid driver's license, insurance, and reliable transportation required
- Child Abuse and Criminal Background Clearance required

Primary Job Duties

- Provide therapeutic services in home, community-based, or office settings as assigned
- Complete comprehensive biopsychosocial assessments to identify client needs
- Develop and implement individualized, goal-oriented treatment plans

- Deliver individual, family, and group therapy using evidence-based practices
- Monitor client progress and update treatment plans as clinically indicated
- Provide case management services and coordinate care with external providers
- Support clients and families in developing coping strategies and support systems
- Maintain accurate, timely, and compliant clinical documentation
- Participate in supervision, case conferences, and multidisciplinary team meetings
- Ensure all services are delivered in accordance with ethical and regulatory standards
- Perform additional duties as assigned to support clinical operations

Minimum Qualifications, Knowledge, Skills, & Abilities

- Strong clinical assessment and treatment planning skills
- Effective written and verbal communication skills
- Ability to apply critical thinking and sound clinical judgment
- Strong time management and organizational skills
- Proficiency in electronic health records and Microsoft Office/Google Suite
- Ability to work independently while collaborating within a team environment
- High level of professionalism, reliability, and attention to detail

Work Environment & Physical Demands

The work environment and physical demands described are representative of those required to perform the essential functions of this role. Services may be provided in community-based settings and require the ability to remain active, travel locally, and respond to client needs throughout the day. Reasonable accommodations may be made in accordance with applicable laws.



Notes & Acknowledgements

This job description is intended to describe the general nature and level of work performed and does not represent a comprehensive list of all responsibilities. Duties may be modified as needed. Employment remains at-will.

Reviewed With Employee By

Signature: _____ Name (print): _____

Title: _____ Date: _____

Received and Accepted By

Signature: _____ Name (print): _____

Title: _____ Date: _____