POSITION TITLE: Therapist  
POSITION TYPE: Full Time Position  
REPORTS TO: Director of Programs  
COMPENSATION: Salary; dependent on experience

Agency Description

NPHY is the most comprehensive service provider for the thousands of homeless youth in Southern Nevada, serving hundreds of youth through our core programs and touching the lives of thousands more through outreach each year. NPHY’s programs stabilize homeless teens’ lives, meeting their immediate needs and providing a safe, supportive environment and a path to self-sufficiency. Through our work with homeless youth, NPHY creates productive, healthy adults who contribute to society. For more information on NPHY’s life-changing programs for homeless youth, please visit http://www.nphy.org/what-we-do/.

Strengthening and complementing our high-quality direct services for homeless youth, NPHY is dedicated to advocating for the Vegas Valley’s homeless youth population and serves as a leader in systems-level efforts to eliminate homelessness among Nevada’s youth. For more information on NPHY’s work to create and lead The Movement to End Youth Homelessness in Southern Nevada, please visit www.nphy.org/themovement.

Agency Culture

In addition to offering medical, vision, and dental coverage, and retirement benefits, NPHY offers a positive family-style work environment: we encourage each staff member to cultivate their unique talents and training and come together as a strong, synergistic team to better serve homeless young people. While working in a challenging yet rewarding field, you will be surrounded by compassionate, energetic, fun, happy, and friendly staff members who are like-minded people and love what they do. In addition to everyday interactions with youth, NPHY offers countless opportunities for youth and staff to experience new and fun things together, such as annual family camping trips, quarterly staff outings, regular client outings, hiking trips, and much more, to help the NPHY family create stronger bonds and model positive relationships and healthy boundaries with the young people we serve. NPHY also offers quarterly trainings to better equip our staff with up-to-date continuing education, skills, and resources to best serve and respond to a wide array of situations and needs. NPHY believes in learning, growing, and challenging ourselves to always be and do better, and strives to lead our staff and community to always seek new and innovative ways to best serve our target population.

NPHY doesn’t just accept diversity—we celebrate it, we support it, and we thrive on it for the benefit of our employees and clients, our programs, and our community. NPHY is proud to be an Equal Opportunity workplace. NPHY is committed to upholding a diverse, inclusive, and
equitable work environment in which all employees, volunteers, and clients feel valued and respected, and we strive to recruit diverse employees and volunteers to reflect the diversity of our clients.

**Position Definition**

Under the supervision of the Director of Programs, the Therapist is responsible for providing counseling services to youth between the ages of 12-20 who have left home without permission of their parents or guardians, have been forced to leave home, or other homeless youth who might end up in contact with law enforcement or in the child welfare, mental health, or juvenile justice system. The Therapist will provide individual, group, and family counseling to youth receiving services at NPHY, utilizing trauma-informed, Positive Youth Development, social and emotional well-being, and strength-based approaches. As part of the case management team, the Therapist will be involved in case planning, assessments, treatment planning, referrals, family reunifications, crisis interventions, and more.

**Essential Responsibilities**

- Conduct clinical mental health assessments, treatment planning, crisis counseling, and document diagnosis for young people receiving services at NPHY.
- Provide young people with strategies for coping with specific disorders and issues, and help them develop ways using their own strengths.
- If substance abuse is involved, devise a treatment plan or intervention.
- Provide therapy and counseling services based on the belief that behavior is influenced by numerous factors such as environment, gender, race, sexual orientation, religion and culture, and as such, each young person's psychological problems and potential well-being are unique.
- Conduct counseling sessions in group or individual settings to clients coping with problems related to family issues, abusive histories, drug and alcohol abuse, and other issues, utilizing a broad array of intervention techniques required to effectively address client problems.
- Ensure that counseling services are Trauma Informed and match the individual needs of each client.
- Assist other staff members such as case managers, physicians, therapists or supervisors in developing an appropriate treatment plan and case plan of success for each youth at NPHY.
- Collaborate with case management team in exploring therapeutic interventions, responding to the needs of clients, and working toward achieving clients’ goals.
- Monitor each child’s progress during treatment by employing evaluations, gathering documentation and assessing specific goals.

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Demonstrate model behavior, appropriate communication skills and positive feedback so young people can make progress with positive behavior interventions.

Ensure the safety of young people by following all proper regulations, safety recommendations and procedures each day.

Record information and document incidents as they occur to help keep track of problem behaviors or unsafe conditions in the facility.

Acts as a resource to clients when they need guidance or advice about specific life situations or social issues.

Provide clinical supervision within the agency by assisting all team members in providing a therapeutic environment for clients.

Leads the treatment team in the development and implementation of an individualized treatment plan for each client. Provides relevant information to Direct Care Staff and Emergency Shelter House Parents to allow appropriate behavior interventions.

Ensures that required documentation and paperwork is completed according to agency standards and requirements by the outlined deadline.

Prepare documentation and reports regarding clients’ mental and behavioral status; make observations, research client records, and integrate case management team’s input to facilitate appropriate and informed decisions.

Act as a field instructor to clinical students and clinical partners when they are facilitating group and family counseling sessions.

Exhibits professionalism and positive role modeling for clients, peers, and outside groups or visitors.

Maintains confidentiality of client's protected health information and complies with the HIPAA privacy rule.

Ensures own professional growth and development.

**Requirements**

- A minimum of a Master's degree in Mental Health, Counseling, Social Work Psychology, or a related field, with a minimum of two years' experience.
- State license or registration to meet the requirements of a qualified mental health professional, such as a LCSW.
- Nevada licensure and insurance credentialed is required.
- Must be at least 21 years of age, can successfully pass a drug-test and criminal background check.
- Experience working with homeless youth is preferred.
- Current and valid Nevada Class C driver’s license and automobile insurance.
- Proof of acceptable driving record and reliable transportation.

**Qualifications**

- Ability to communicate effectively both orally and in writing.
- Basic knowledge of computer use such as email and MS Office software and Google
Suites.
- Ability to drive a motor vehicle, walk, lift and carry items up to 60 lbs., push, stoop, kneel, and stand for long periods of time.
- Ability to travel in state and out-of-state.
- Knowledge of confidentiality laws and ability to adhere to them.
- Support the organization’s mission along with sensitivity of cultural and workplace harmony.
- Planning and time management and strong organizational skills.
- Management of work processes along with strong computer skills for documentation purposes.
- Ability to maintain confidential information within HIPAA guidelines and organizational policies.
- Ability to be flexible, especially with scheduling and site locations and to perform and prioritize multiple functions and tasks.
- Communication along with professionalism.
- Ability to work well with others.

Benefits

- The Nevada Partnership for Homeless Youth offers a competitive benefits program including three weeks Paid Personal Leave and eleven paid holidays per year.
- NPHY also offers fully paid medical, dental and vision insurance plan for its regular full-time employees. Employees can also participate in an incentivized company sponsored 403(b) [retirement plan], and voluntary insurance plans.

How to Apply & Deadline

- If you are interested in this position and possess the above mentioned qualifications, please email cover letter and resume to hr@nphy.org, or fax to (702) 685-0764.
- Position is open until it is filled.