



**Revised: 01/2023**

The Children's Place is Kansas City's specialized trauma treatment agency, that partners with children and those in their lives as they heal from life's deepest hurts. The Children's Place is a local and national leader in trauma-responsive services for children.

**Title of Position:** Child & Family Therapist

This position provides effective mental health treatment directly to infant and toddler-aged children and their families. Collaborate with early childhood educators and other therapists to provide a healing, child-centered environment within the Day Treatment program. Therapeutic goals include strengthening the attachment between the child, caregiver(s), and educators, and to bolster protective factors for early intervention trauma treatment. This therapist provides caregivers with opportunities to expand skills to create safe, predictable, developmentally appropriate practices which facilitate healthy development and relationships during the critical windows of early development. Therapy takes place in the caregiver/child dyad, with peers and teachers in groups in a therapeutic classroom, in an early education milieu, and individually in a therapeutic playroom.

**Program:** Day Treatment Services

**Certification(s) / Degree(s) Required:**

- Master's degree in social work, counseling, or a related field with two years of treatment experience
- Licensure or proven eligibility for licensure in the state of Missouri
- Experience or certification working with infants and toddlers

**Reporting Structure:** Reports to the Clinical Director of Day Treatment for clinical and administrative supervision

**Hours:** Fulltime position, Monday through Friday, 40 hours per week

**Equal Opportunity Employer:** The Children's Place is an equal opportunity employer that makes employment decisions regarding individuals and employees based on their qualifications without regard to race, religion, color, sex, gender identity, sexual orientation, age, national origin, ability, veteran or other status protected by law.

**Responsibilities include, but are not limited to:**

**I. Direct Services:**

Maintain a therapeutic caseload of six (6) to 12 children, aged 12 months to three (3) years to provide billable client services comprised of individual, group, and family therapy, assessments, and case support.

Develop and support individual treatment goals for each child in a therapeutic classroom. These treatment goals will be supported by providing weekly classroom small groups and/or milieu time.

Case Management: Coordinate the child's services provided by various members of the treatment team, e.g., psychiatrist, psychologist, parent aide, teachers, speech-language pathologists, occupational therapists, and others.

Provide psychoeducational training for caregivers to address common childhood challenges. Provide monthly opportunities for discussions/group/interactions/newsletters with families.

Facilitate and/or co-facilitate regular Caregiver Groups to provide support and education about infant/toddler mental health, play-based skills to build attachment, and Theraplay® techniques as training allow.

Participate in Care Conferences with other treatment team members to discuss client successes, challenges, and goals.

Engage in Caregiver Conferences with the child's caregiver, along with other treatment team members to provide updates on the child's progress in treatment, ongoing challenges, and goals.

Demonstrate competency using different modalities of therapy. This may include but is not limited to Play Therapy, Art Therapy, Theraplay®, PCIT -Toddler, and other evidence-based treatments.

Co-facilitate regular opportunities for the infant/toddler education and clinical teams to support one another in providing compassionate, therapeutic care for the youngest children in the Day Treatment program. This may include team-building opportunities, exploring best practices in early education, practicing techniques to build attachment and attunement, etc.

Provide case support with agency staff and collateral agencies to ensure communication and a team approach for each case, including, but not limited to Children's Division and First Steps.

Utilize and able to interpret and communicate standardized test scores to formulate assessments and treatment plans

Provide professional court testimony when subpoenaed.

Make appropriate referrals to community agencies on behalf of the family served.

## **II. Administrative Duties/ Community Outreach:**

Attend department, All Staff, and specific program meetings as scheduled.

Demonstrate compliance with all agency and professional organization policies and procedures.

Produce timely and accurate billing summaries each week.

Document all therapeutic and case management activities according to agency policies and timeframes.

Assist with data collection and anecdotal reporting for funders.

Participate in monthly local Missouri Association Infant and Early Childhood Mental Health (MOAIMH-EC) meetings.

### **III. Quality Improvement**

Adhere to agency policy regarding collecting and monitoring outcomes, assessments, and discharge data.

Participate in quarterly peer review of chart audits

Contribute and participate in the achievement of the agency's overall strategic plan.

Utilize and maintain skills to utilize a variety of available technology, and software to maximize the efficient use of resources.

### **IV. Professional Development**

Within in first 14 days of hire: complete credentialing paperwork, provide a copy of current training documents, and maintain necessary licensure training requirements annually.

Attend agency and community-based training to meet minimum credentialing requirements. These hours should include but not be limited to topics of play therapy, trauma, infant/toddler mental health, treating sexual/physical abuse, divorce, grief and loss, and ethics.

Maximize opportunities to develop specialization of skills critical to working with young children who have experienced traumatic events both in-utero and post-delivery.

Participate in Zero to Three training.

Attend PCIT-Toddler, Theraplay ® training when offered.

Provide community-based training for professionals and the general public, as requested and appropriate.

Consult with community agencies/individuals regarding child abuse/neglect issues as appropriate.

**Skills, Experience, and Education:**

- General knowledge of the signs and symptoms of child abuse and/or neglect
- Knowledge of the role of a mandated reporter
- Mastery of the English language, both verbal and written
- Strong organizational and time management skills
- High level of initiative and ethical integrity
- Demonstrate a record of accuracy, timeliness, dependability, and reliability
- Competence and ability to utilize technology and demonstrate competencies with Microsoft Office, Excel, Word, and PowerPoint
- Demonstrated ability to maintain confidentiality regarding records, clients, and sensitive data
- Interpersonal style that is conducive to promoting equity and a team-based approach
- Knowledge of client needs/issues (e.g. abuse, neglect, trauma, infant mental health, parenting, protective services)
- Demonstrated knowledge and experience regarding child development (specifically ages 0-3 years)
- Strengths-based framework for treatment planning and implementation
- Commitment to positive interactions with children, families, and staff
- Physical ability, without restriction, to lift children and engage in activities on the floor
- Familiar with community resources, collaborations, and initiatives that will enhance the agency's infant mental health program
- Ability to communicate directly and effectively with clients, staff, supervisors, teammates, and other professionals
- Ability to establish and nurture relationships with a diverse population including clients, caregivers, staff, and other professionals
- Ability to work and travel within the community without restriction
- Working knowledge of DC:0-5™ and ability to diagnose accurately

**Working Conditions:**

- Ability to access multiple levels of the building
- Responsible for the client's physical safety
- Must understand and follow building security procedures
- Business casual attire
- Exposure to childhood diseases. Flu and COVID vaccination strongly recommended
- Exposure to sensitive client subject matter
- Exposure to vicarious trauma
- Likelihood of courtroom testimony/involvement
- Potential of interacting with aggressive/reactive children

**Disclaimer:**

Other duties will be required/requested for effective job performance. This is not an employment contract but an outline of essential functions and expectations.