

Job Title: Adolescent In-Home Intervention Co-Therapist
Department: Child & Adolescent Services
Reports To: Children's Division Coordinator
Salary Range: \$16.50 - \$19.00 per hour

FLSA Status: Full-Time
Employment Status: Non-Exempt
Cost Center: Varies By Need

Position Summary: Provides intensive in-home therapeutic services to children, adolescents, and families as part of a multidisciplinary treatment team. Assists clients in addressing behavioral, emotional, and family-related challenges through evidence-based interventions, crisis support, care coordination, and linkage to community resources. Responsibilities include conducting in-home services, supporting treatment plan implementation, maintaining timely and accurate clinical documentation, and ensuring compliance with Alabama Department of Mental Health (ADMH), Medicaid, and agency requirements. The position requires effective communication, strong clinical judgment, professionalism, and a commitment to strengthening family functioning and youth outcomes.

Minimum Qualifications: Bachelor's degree in a behavioral science field required. Must meet Medicaid eligibility requirements and successfully complete Alabama Department of Mental Health-approved in-home therapy and case management training programs. Minimum of one (1) year of experience providing services to children, adolescents, and families preferred. Must possess a valid Alabama driver's license, maintain an acceptable driving record, and carry personal automobile liability insurance meeting agency requirements. Must demonstrate strong clinical, communication, organizational, and crisis intervention skills while maintaining professionalism and confidentiality.

Essential Duties and Responsibilities:

- Provide direct in-home therapeutic services to children, adolescents, and families as part of a treatment team.
- Assist with gathering assessment and intake information necessary to support treatment planning and service delivery.
- Deliver individualized therapeutic interventions consistent with professional standards, program requirements, and client treatment plans.
- Maintain regular contact with clients and families and actively follow up regarding missed or canceled appointments.
- Coordinate referrals and link clients to appropriate community resources and support services when indicated.
- Complete clinical documentation, service notes, and related records accurately and within required timeframes.
- Meet established productivity expectations and direct service requirements.
- Provide consultation, education, and information regarding behavioral health services to community agencies, schools, families, and other stakeholders.
- Promote positive community awareness and advocacy for children's behavioral health services.
- Participate in staff meetings, supervision sessions, quality assurance activities, and required trainings.
- Maintain knowledge of current evidence-based practices and incorporate appropriate interventions into service delivery.
- Provide crisis intervention services and respond appropriately to behavioral health emergencies as required.
- Assist in ensuring client safety and well-being during community-based activities, appointments, and transportation when required.
- Maintain team productivity standards, including a combined monthly productivity expectation of one hundred (100) hours.
- Protect confidential client information and maintain compliance with HIPAA and all applicable regulations.
- Perform other duties as assigned by the supervisor, clinical leadership, or agency administration.

Knowledge, Skills, and Abilities:

- Knowledge of child and adolescent development, family systems, and behavioral health treatment principles.
- Knowledge of crisis intervention techniques, community resources, and case coordination practices.
- Ability to build rapport and maintain effective therapeutic relationships with children, adolescents, and families.

- Strong verbal and written communication skills.
- Ability to work independently in home and community settings while maintaining professional boundaries.
- Ability to assess situations, exercise sound judgment, and respond effectively during crisis situations.
- Strong organizational, documentation, and time management skills.
- Proficiency with electronic health records, Microsoft Office applications, and related technology systems.
- Ability to maintain confidentiality and comply with ethical, professional, and regulatory standards.

Physical Requirements:

- Ability to travel regularly throughout the service area to provide in-home and community-based services.
- Ability to sit, stand, walk, bend, and navigate a variety of residential and community environments.
- Ability to communicate effectively in person, by telephone, and through electronic communication.
- Ability to transport oneself and, when authorized, assist with transportation of clients in accordance with agency policies.
- Must be able to perform the essential functions of the position with or without reasonable accommodation.

Acknowledgement:

I acknowledge that I have received and reviewed this job description and understand the duties, responsibilities, and expectations of this position. I understand that this description provides a general overview of the position and is not intended to include every duty or responsibility that may be assigned. I further understand that this job description is not an employment contract or disciplinary document and that additional duties may be assigned as needed. Central Alabama Wellness is an equal opportunity employer and does not discriminate on the basis of any protected status under applicable law.

Employee Signature: _____ Date: _____

Supervisor Signature: _____ Date: _____