

Job Title: Residential Therapist (MI)
Department: Residential
Reports To: Clinical Director
Salary Range: \$39k – \$51k Annually

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

Position Summary: The MI Residential Therapist provides assessment, treatment, consultation, and crisis intervention services for individuals receiving residential behavioral health services. This position is responsible for conducting clinical evaluations, developing and implementing treatment interventions, coordinating care with other providers, and supporting residents in achieving recovery and treatment goals. The MI Residential Therapist works collaboratively with agency staff, community partners, and psychiatric providers to ensure high-quality, person-centered care.

Minimum Qualifications: Master's degree in Social Work, Counseling, Psychology, Human Services, or another behavioral science field required. A minimum of two years of post-master's professional experience is required. Medicaid eligibility required. Must possess a valid driver's license, reliable transportation, and an acceptable driving record. Ability to pass required background checks and maintain compliance with all agency policies, procedures, training requirements, and applicable regulatory standards.

Essential Duties and Responsibilities:

- Provide direct clinical services to individuals receiving residential behavioral health services, including assessment, diagnosis, treatment planning, individual counseling, crisis intervention, and aftercare services.
- Complete intake assessments, placements, screenings, level-of-functioning assessments, and other clinical documentation in accordance with professional standards and agency requirements.
- Maintain accurate, timely, and appropriate documentation of all clinical activities and services provided.
- Coordinate care with psychiatric providers, community agencies, hospitals, treatment facilities, referral sources, and other members of the treatment team to support continuity of care.
- Monitor client progress, provide follow-up and engagement efforts for missed appointments, and facilitate appropriate referrals and service coordination as needed.
- Respond appropriately to emergencies and crisis situations.
- Meet established productivity expectations and participate in quality improvement activities, supervision, staff meetings, trainings, and agency initiatives.
- Perform other clinical, administrative, or operational duties as assigned by the Clinical Director or agency leadership.

Knowledge, Skills, and Abilities:

- Knowledge of behavioral health services, community-based treatment programs, Medicaid requirements, and applicable regulatory standards.
- Strong leadership, supervision, staff development, and performance management skills.
- Ability to monitor program quality, productivity, compliance, and operational effectiveness.
- Excellent communication, organizational, problem-solving, and relationship-building skills.
- Ability to work collaboratively with staff, agency leadership, community partners, and stakeholders.
- Proficiency in electronic health records, documentation standards, and data reporting systems.
- Commitment to providing high-quality services and promoting positive outcomes for individuals served.

Physical Requirements:

- Prolonged periods of sitting, standing, walking, and computer use.
- Ability to communicate effectively in person, by telephone, and through electronic communication.
- Ability to travel as needed for meetings, trainings, community outreach activities, and other agency business.
- 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: _____