

JOB TITLE & LOCATION:	Primary Therapist
POSITION TYPE:	Full-Time
POSITION STATUS:	Exempt
WORK WEEK:	Monday-Friday, and on-call
DEPARTMENT:	Clinical
REPORTS TO:	Clinical Director

JOB DESCRIPTION

Primary Purpose/Overview:

Pacific Quest (PQ) is committed to providing the highest quality of therapeutic care and communication currently available in the wilderness treatment model. Under supervision, the Primary Therapist serves as the Primary Therapist (PT) in training and leader of the treatment team in this dynamic process to implement the Sustainable Growth model that integrates rites of passage, horticulture therapy, holistic wellness, experiential learning, and effective psychological and family support.

Under the direct supervision of the Clinical Director and in collaboration with program staff the PT establishes and monitors treatment goals and objectives, guides program staff in the intervention and monitoring process, and conducts clinical activities. Clinical activities are consistent with the PQ model and include psychosocial diagnostic assessment, individual, group and family therapy, horticultural therapy (HT), crisis intervention and support, safety planning, professional documentation of activities, and care coordination involving the student, designated family members, collaborating professionals, and the PQ team.

Essential Duties and Responsibilities:

1. Know and respond to PQ philosophy, policies, procedures, and Sustainable Growth model.
2. Review all admissions information for all assigned students in a timely manner, and immediately begin the treatment planning and care coordination process with particular attention to safety concerns. Contact parents within 24 hours of arrival to

introduce yourself, discuss the student's initial adjustment to PQ, and to arrange a first phone appointment.

3. Conduct individual, group and family therapy. Average full-time caseload is 6-7 adolescents (AD) and/or young adults (YA). (Note: Caseloads may vary based on therapist skill, clinical complexity of cases, and program needs.)

4. Document all clinical activities in a timely and professional manner-- therapy notes are due within 48 hours of the session.

Minimum requirements for therapy:

- o Two face-to-face, individual therapy sessions per week (average 45- 50 minutes each).

- o One parent/family therapy session per week by conference call (may be video conference with student, or face-to-face during family visit).

- o Letter writing is encouraged by the therapist and integrated into the therapy process, consistent with the program curriculum, parent manual and the student's treatment objectives.

- o Group therapy- Level I Therapists play a primary role in planning and conducting group therapy in accordance with PQ guidelines. Therapists sign up for groups in a responsible manner and ensure that designated camps receive two processing groups per week (including HT), impact letter groups as indicated, one recovery group per week (YA only), and multi-family therapy sessions during the family program.

5. Complete psychosocial diagnostic assessments on assigned students, including self-report/interview, records review, mental status evaluation, DSM 5/ICD 10 diagnosis, and integrated summary within 10 days of arrival. Work on assessments with assigned mentor and submit to Clinical Director for review.

6. Develop comprehensive treatment plan and weekly treatment plan updates in accordance with established PQ guidelines.

7. Develop working partnerships with program staff to achieve desired outcomes. This is accomplished at a minimum through verbal check-ins when meeting with students, documentation of clinical concerns and intervention strategies on weekly treatment plans, email alerts/contacts, participation in case staffings, and conducting training with program guides.

8. Serve as Case Manager for assigned students. As such, the PT remains informed about the student's progress in all areas of PQ program (e.g., academics, health and wellness, program milestones, transition, etc.) and communicates effectively with others. The PT provides weekly updates to family members and referral sources as indicated and documents all activities in a timely manner.
9. Facilitate transition planning throughout the student's stay in collaboration with all team members. Complete and disseminate discharge recommendations two weeks before discharge. Submit discharge summaries for review within one week from discharge (or sooner as indicated) in accordance with established PQ guidelines.
10. Provide exceptional and responsive customer service to all referral sources, students, family members, and other stakeholders. Maintain boundaries and flexibility in interactions.
11. Participate in weekly clinical meetings and case staffings to ensure ongoing communication with treatment team and the utilization of available resources to meet student needs.
12. Schedule and attend regular supervision meetings with the Clinical Director and mentor meetings with assigned mentor. Utilize supervision and consultation on an ongoing basis to determine action plans and to enhance clinical effectiveness. Note: Attendance at clinical department meetings and Aloha Cohort supervision group is mandatory.
13. On-call as assigned. Respond promptly and professionally in accordance with PQ guidelines.
14. Respond to critical incidents immediately, provide clinical support, risk assessment and crisis intervention services as indicated, and ensure timely and accurate reporting of incidents in accordance with PQ policy.
15. Additional duties as assigned.

Additional Responsibilities:

- Respond promptly and professionally to emails, both internal and external, in order to maintain a high level of internal and external customer service.
- Arrange psychological testing, psychiatric care or additional clinical services (e.g., parent support) and consult with psychologists, psychiatrists and/or treating professionals. Presence is required for initial Integrative Psychiatry (IP) appointments for assigned students.

- Participate in follow-up inquiries and ongoing outreach to potential referral sources and stakeholders.
- Develop presentations, write blogs, participate in marketing and PQ promotion as assigned.
- Provide coverage for colleagues in accordance with PQ guidelines.
- Request/take leave and arrange coverage in accordance with PQ guidelines.
- Attend clinical seminars, training, and mentoring opportunities as assigned.

Skills/Qualifications:

1. Masters or doctoral degree in Social Work, Counseling, Psychology or related mental health field, and licensed in Hawaii or eligible to provide psychotherapy under supervision. One year experience with the population/wilderness therapy preferred. Masters-level or doctoral level clinicians working toward hours for licensure shall perform duties with trainee status under supervision until meeting requirements for independent licensure.
2. Must work actively toward clinical licensure in the State of Hawaii and maintain/submit a record of activities in accordance with licensing regulations. When eligible, must obtain and maintain clinical licensure in a timely manner. All activities related to licensure and communications with the licensure board shall be reported to the Clinical Director.
3. Ability to be a team player, and to form mutually respectful relationships with everyone the therapist interacts with in their role at PQ.
4. Commitment to ongoing professional and personal growth necessary to meet the challenges of this position.
5. Ability to work independently.
6. Ability to pass a thorough background check and drug screen
7. Pre-employment 2-step TB and physical clearance required
8. COVID-19 vaccination required
9. Must demonstrate alignment with Pacific Quest Core Values: Purpose, Professionalism, Problem Solving, Productivity and Positivity

Physical Demands:

With or without reasonable accommodation, the physical and mental requirements of this job may include the following: seeing, hearing, speaking, and writing clearly. Occasional reaching with hands and arms, stooping, kneeling, crouching, crawling, frequent sitting, standing and walking, may be required for long periods of time and may involve climbing stairs, walking up

inclines and on uneven terrain. Additional physical requirements may include, frequent lifting and or moving up to 25 pounds.