



### **Couples and Family Therapy Specialist** (Level I or II)

**Level I** \$53,000-\$60,000 DOQ (1.0 FTE) pre-independent clinical licensure

**Level II** \$63,000-\$72,000 DOQ (1.0 FTE) independently clinically licensed

#### **Scope of Position:**

The essential purpose of this job is to provide psychotherapy services to couples and families as well as individuals who are primarily adults. Engage in collaborative community care, offering resource referral and support to clients with challenging mental health symptoms and systemic barriers to receiving adequate care. Participate in multi-disciplinary/professional team consultation meetings once per week and other clinical and administrative meetings, as required, and support system wide integration of Hamm's Model of Care.

#### **Major Duties and Responsibilities:**

1. Provide psychotherapy services to couples and families as well as individuals who are primarily adults.
2. Maintain client records and files consistent with Hamm Clinic policy and practice as well as governing regulatory bodies.
3. Complete all job duties and caseload requirements as assigned.
4. Participate in agency committees.
5. Participate in multi-disciplinary/professional team consultation meetings once per week and other clinical and administrative meetings, as required.
6. Support the deep integration of culturally responsive, equitable care into all levels of the organization.
7. Provide trauma-informed care in a community mental health setting.
8. Receive clinical supervision in a reflective frame to support quality care and reduction of secondary trauma/vicarious trauma.
9. Effectively coordinate care across disciplines for the provision of quality services.

10. Engage in collaborative community care, offering resource referral and support to clients with challenging mental health symptoms and systemic barriers to receiving adequate care.

11. Observe legal, ethical, and professional conduct practices as mandated by their profession as well as local, state, and federal standards and laws.

12. Respond accordingly to a client crisis which may involve working with other departments or outside support.

13. Cover a colleague's case if the colleague is not available and an immediate client need arises.

14. Additional responsibilities based upon need, interest, expertise, and availability.

### **Other Duties as Assigned:**

Performs other duties as assigned by the Director of Clinical Services

### **Education**

#### **Degree and Licensure:**

**Level I** - Requires a master's degree in a discipline directly related to the position. Including an MSW, MS or MA. Must be actively pursuing full board licensure in Minnesota as a Licensed Independent Clinical Social Worker (LICSW) or Licensed Professional Clinical Counselor (LPCC).

**Level II** - Requires a master's degree in a discipline directly related to the position. Including an MSW, MS or MA. Also required: Minnesota License or license eligible to practice as a Licensed Independent Clinical Social Worker (LICSW), Licensed Professional Clinical Counselor (LPCC) or Licensed Marriage and Family Therapist (LMFT) or Licensed Psychologist.

#### **Qualifications and Competencies:**

1. Strong psychotherapy skills to work with a range of presenting concerns.
2. Integration of trauma-informed, culturally responsive, equitable practice into clinical work.
3. Intersectional lens, cultural humility, and awareness of own areas of privilege.
4. Knowledge of issues and resources for a community mental health population.

5. Strong interpersonal skills including strong oral, written, and listening communication abilities.
6. Ability to work within an evolving mental health environment prioritizing a collaborative/team approach.
7. Knowledge of healthcare regulations and documentation requirements for third party payor billing.
8. Appreciate and participate in a positive, passionate work culture.
9. Proficient in Microsoft Outlook, Word, PowerPoint, Excel, SharePoint, and OneDrive. Core Requirement: Hamm Clinic is committed to an integrated model of mental health care with a focus on psychotherapy within a multi-disciplinary and collaborative community. Our goal is to do this work in a trauma-informed, equitable environment in which all identities are welcome and in which employees strive to maintain an intersectional lens in considering their own privilege and how that might

**Core Requirement:**

Appreciate and participate in a positive, passionate work culture.

Hamm Clinic is committed to an integrated model of mental health care with a focus on psychotherapy within a multi-disciplinary and collaborative community. Our goal is to do this work in a trauma-informed, anti-oppressive environment in which all identities are welcome and in which employees strive to maintain an intersectional lens in considering their own privilege and how that might impact their work. It is expected that all are dedicated to learning and supporting this model, as appropriate for their specific duties.

*Diversity and Equity Vision Statement:* Hamm Clinic places the highest value on the dignity and worth of *all* people. We are committed to providing accessible, equitable, culturally responsive, and trauma- informed care to all who seek Hamm services.

**Benefits**

Hamm Clinic offers competitive compensation and full benefits including PTO, health and dental insurance, long and short-term disability insurance, continuing education stipend, and a 401k.

Hamm Clinic is a National Health Service Corps (NHSC) site, which allows licensed providers to apply for loan forgiveness.

**Qualified candidates please submit a cover letter and resume to**  
jobapplication@hammclinic.org