

Agency Overview

Founded in 1889, the Felton Institute (formerly Family Service Agency of San Francisco) has a 127-year history of innovation in services for vulnerable children, families, and adults. Felton's mission is to respond to human needs with cutting edge social services and treatment that combine the best social science research with cultural sensitivity, a deep respect for the consumer, and a commitment to social justice. With over 30 programs in 11 languages at sites throughout the San Francisco Bay Area and surrounding counties, our comprehensive array of services reaches across all racial, ethnic, cultural, and linguistic lines. At the heart of our work is the belief that individuals and families in crisis must have access to services and resources to help them build on their inherent strengths and develop self-sufficiency. Felton offers a dynamic, challenging, and supportive work environment where staff is encouraged to increase their skills and enter new domains.

Program Description

Prevention and Recovery in Early Psychosis (PREP) is a Felton Institute program originally developed in partnership with the University California San Francisco (UCSF). PREP is dedicated to psychosis early detection and intervention with a multi-disciplinary approach to treatment. The PREP program model combines evidence-based practices including Cognitive Behavioral Therapy for Psychosis (CBTp), Strengths-Based Care Management, Multi-family Group Therapy, Peer Support, Algorithm-Based Medication Management, Individual Placement and Support (IPS) model of supported education and employment, and Cognitive Remediation Training to address issues early and get people back on track to a fulfilling life as quickly as possible. The PREP model is being expanded into a new component (BEAM) to provide early intervention services for individuals with psychosis and mood disorders. PREP provides excellent training and workforce development and is poised for growth with new opportunities afforded by the expanding field of early psychosis. Funded through partnership with respective county behavioral health departments, PREP implements evidence-based practices with outcome driven fidelity measures, and currently operates sites in four counties: San Francisco, Alameda, San Mateo, and Monterey.

Position Overview

The PREP Therapist works as part of a multidisciplinary team and is responsible for coordinating client care within the team and with community partners. This includes evaluating the strengths and needs of clients; developing treatment plans collaboratively with clients and team members; and providing therapeutic interventions that target psychosis, mood, and additional issues that may impact recovery (such as trauma, substance use, interpersonal problems, and environmental stressors, etc...). The Therapist is expected to provide services to PREP clients in both the office and in the community (homes, schools, libraries, etc...). The Therapist reports directly to the PREP Monterey Program Manager.

Specific Duties and Responsibilities (Essential Functions)

- Meet regularly with clients and their families at PREP site and in the community.
- Conduct assessment interviews and diagnostic evaluations with clients and parents to develop treatment plans.
- Provide evidence-based treatment intervention, including CBT for Psychosis or CBT for Bipolar Disorder, DBT, MI, Family Psycho-Education, Multi-Family Groups, Case Management, and Crisis Intervention.
- Assist clients with accessing needed services that may include medical, benefits, employment, housing, etc...
- Collaborate closely with community providers; make referrals to other community and mental health agencies when indicated.
- Maintain clinical records within 24 hours of each client contact or service, in accordance with mandated quality assurance standards for Medi-Cal and Medicare billing as well as in compliance with SMC BHRS documentation standards.
- Meet all deadlines and comply with agency's documentation requirements and productivity standards.
- Work as part of a multidisciplinary team. Attend and contribute to team meetings and case conferences, providing client updates, discussing clinical issues and exchanging ideas.
- Attend all scheduled trainings and follow requirements to maintain competency in evidence-based practices, as indicated.
- Engage in outreach events, including psycho-educational presentations, open houses, and provide information about PREP to other mental health providers and general public as needed.
- Occasional evening and weekend availability may be required.
- Perform administrative tasks (i.e. chart completion and review, paperwork, etc...).

- Answer intake and referral calls.
- Perform other duties as assigned.

Qualifications

- Master's Degree (or higher) in Social Work or Marriage and Family Therapy or related field required. Licensure with the California Board of Behavioral Science (BBS) preferred or registered with the California BBS required.
- Two years of experience providing direct mental health services to youth or young adult with serious mental health challenges required. Direct service experience in an Early Psychosis Program preferred.
- Personal or family experience of overcoming mental health challenges highly desirable.
- Demonstrated proficiency in Microsoft Word, Excel, PowerPoint, Outlook, and ability to type 45 WPM.
- Valid California Drivers' License with an excellent driving record.

Competencies

- Knowledge of Monterey County BHRS, community resources, and TAY population preferred.
- Knowledge of Cognitive Behavioral Therapy (CBT) and treatment of co-occurring mental health and substance use disorder preferred. Experience with CBT for Psychosis (CBTp) a plus.
- Strong assessment skill with reference to DSM-5 and well-developed interviewing skills.
- Ability to establish trusting, hopeful relationships with clients and their families.
- Openness to learning and implementing evidenced-based practices to fidelity required. Demonstrated experience implementing evidenced-based practices to fidelity preferred.
- Demonstrated ability to interact with and respect differences of opinion, beliefs, culture, appearances and ways of life.
- Customer service perspective and strength-based approach to treatment.
- Knowledge of County, State, and Federal requirements for documentation and reporting, including MediCal/MediCare standards, CPT codes, etc...
- Excellent communication (written and verbal) and interpersonal skills.
- Adaptable, open to change, and able to tolerate ambiguity.
- Strong organizational skills, attention to detail, ability to prioritize tasks, and effect time management.
- Demonstrated experience as a team player with a welcoming attitude.
- Bilingual/Bicultural and fluent in Spanish preferred.

Physical Requirements, Use of Equipment, and Work Environment:

The position requires sitting at a desk approximately 40% of the time, with standing 20% and walking or driving 40% of the time. Ability to perform routine bending, stooping, twisting, and reaching. Lifting may be required occasionally of no more than 20 lbs at a time. Approximately 40% of the time the employee uses a computer, keyboard, mouse, telephone, mobile phone, fax machine, copier, and video conferencing equipment. The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The work is performed in an office environment and/or at various community locations and requires local travel.

Additional Information

Job Title: Therapist
Division: PREP
Position: 1.0 FTE (Full Time), Exempt
Reports to: PREP Program Manager
Compensation: DOE

SEND RESUMES TO:
ANNA BALLAS
PREP Program Manager
aballas@felton.org