



Arkansas Holistic Therapy seeks a full-time Contract Licensed Master Social Worker to join our dynamic team. This position is a School-Based position in the Little Rock School District and is available immediately. Travel to schools within the Little Rock School District is required daily.

### **Who We Are**

Arkansas Holistic Therapy (AHT) is an outpatient behavioral health clinic. We offer professional mental health services to children, adolescents, adults, and families that focus on the whole person- we integrate mental, physical, and emotional approaches to managing emotional and behavioral health. We believe that people are the experts of their own lives and can be healthy and successful when they are able to access and utilize the support and resources they need.

Our philosophy rests on four pillars:

**Goal Setting:** Our team works with clients to identify the activities that they enjoy and/or make them feel successful and create treatment plans and goal setting strategies that heavily integrate those activities.

**Building on Strengths:** Our team focuses on leveraging clients' strengths and helping them to identify new ones.

**Intentional Focus on Equity:** Our intentional focus on equity translates into our practice. We believe that clients must have access to the additional resources and support that they need to truly benefit from therapy.

**360° Communication:** Evaluation of our services is a consistent and ongoing process. We value anonymous feedback from our clients and use it to get a well-rounded and holistic view of their experience with AHT, adjust services where needed, and create a feedback culture.

### **What You Will Do**

Under the direction of Arkansas Holistic Therapy's Director, the LMSW will provide a range of psychological assessment, diagnostic, therapeutic, and/or case management services for students and families, as appropriate to the specific expectations of this position. In addition to providing counseling, therapy, and/or psychotherapy to students and families, you will prepare treatment plans, discharge plans, follow-up care guidance, and provide therapeutic crisis intervention and emergency services as required. The LMSW typically works under the direct guidance of a clinical professional assigned by the Director.

Specific Responsibilities include:

- Provide appropriate evidence-based psychotherapy with individuals, groups and families
- Spend a minimum of 60-70% of time delivering direct clinical services in assigned LRSD school(s)
- Conduct psychosocial assessments and updates as needed
- Conduct intakes and assist in coordinating placements in residential programs
- Develop appropriate goal focused, person centered, treatment plans containing measurable goals and objectives; obtaining client and other stake holder (guardians, family members) input as appropriate
- Provide clinical consultation and support as needed to QBHPs
- Maintain communication as needed with external treatment teams and professionals
- Participate in quality and compliance reviews of all clinical charts
- Provide crisis intervention services
- Maintain accurate and timely client files and assure records comply with all applicable standards
- Document all meetings and calls with students and families
- Complete daily billing

- Provide input for program planning
- Attend weekly supervision, staff meetings, quarterly and in-service trainings
- Follow AHT's mission statement and core values
- Provide and/or arrange for therapeutic interventions as appropriate for patients or clients in a crisis condition and for those with serious disturbance problems
- Abide by the National Association of Social Workers (NASW) Code of Ethics guidelines
- Consult with other therapists and related professional and paraprofessional staff, as appropriate, in the performance of therapeutic and/or casework; refer clients to appropriate service agencies as required.
- Perform other duties as assigned to support the mission of the organization

## What You Bring

First and foremost, AHT is looking for amazing people who have diverse backgrounds and experiences, including at least 2 years in the LMSW capacity, are inspired by our mission, and are highly motivated to change the lives of children, youth, and families through the provision of behavioral health care and services. We value diversity of ethnicity, race, socioeconomic status, sexual identity, gender, religion, language, ability, and experience and exemplify this through the makeup of our team at all levels. You'll be right at home here if you cultivate strong relationships and push yourself, your work, and the people around you to the next level. We encourage those with the following identities to apply: Black, Latinx, Asian American, and Pacific Islander, local Indigenous people, LGBTQIA+ and non-binary people, people living with disabilities, and others with lived experience being part of marginalized communities.

We expect our LMSW to:

- **Have a deep commitment to providing top notch behavioral health care to children, youth, and families.** You are hungry to constantly learn and leverage the most current, equity-centered approaches to providing health care and services; you have at least 2 years of experience as a LCSW.
- **Have a high level of professionalism.** You know how to build trust and credibility quickly and consistently display an extremely high level of professionalism and good judgment. You will regularly interact with staff across AHT and the Little Rock School District (LRSO). You are skilled at building strong, trusting relationships and providing a high level of support right off the bat.
- **Build relationships.** You will regularly connect and collaborate with colleagues and clients. You have an ability to connect and build relationships with diverse communities. Bilingual abilities are a plus. Spanish language preferred.
- **Deliver clear messages.** Whether in writing or on the phone, your communications are clear and concise. You understand your audience and know how to deliver inspiring messages and tough news with ease and tactful finesse.
- **Innovate and implement solutions to complex challenges.** You have a history of engaging with high stakes challenges directly and successfully. Ambiguity does not overwhelm you; just the opposite, you thrive on it. Your creative instincts will help you deal with vague situations and develop new approaches with limited guidance.
- **Provide high-quality support and service.** You deliver on promises. You are responsive and can be counted on to always deliver great customer service.
- **Partner, collaborate with, support, and advise Qualified Behavioral Health Providers.** You'll regularly partner with staff at all levels of the agency and work closely with the Director and external partners. You will use your ability to cultivate strong relationships with direct reports (QBHPs) to establish yourself as a trusted advisor and advise on challenges and the most effective health care practices.
- **Embrace and model cross-cultural agility.** Authentic self-reflection, self-awareness, and high emotional intelligence are central to who you are, and you utilize these skills to contribute to a culture of diversity equity and inclusion. You have an adept cultural understanding of yourself and use your understanding of yourself and others to build trusting relationships with colleagues and stakeholders and advance those stakeholders' own knowledge and ability to center equity in decision-making.
- **Champion your people.** One of your greatest responsibilities and privileges will be to grow and develop incredible people toward ambitious goals. You're an inclusive leader who honors diverse perspectives and makes the most of your team's and individual's unique strengths.

## **Education & Experience**

- Master's (State of Arkansas) degree in Social Work required.
- Minimum 2-years of experience working with children and/or youth
- Familiarity and comfort working with issues related to mental health diagnosis and history of trauma
- Strong interpersonal, written, oral communication and computer skills; proven ability to communicate with diverse audiences

## **Compensation**

This position is a full-time, salaried position. Compensation is commensurate with experience.

### **Position Type:**

Full-time, Exempt Employee

Arkansas Holistic Therapy is an equal employment opportunity employer committed to maintaining a non-discriminatory work environment. Arkansas Holistic Therapy does not discriminate against any employee or applicant for employment on the basis of race, color, religion, sex, gender, national origin, age, disability, veteran status, marital status, sexual orientation, gender identity, gender expression, arrest record, conviction record, or any other personal characteristic protected by applicable law. This policy covers all programs, services, policies, and procedures of Arkansas Holistic Therapy, including recruiting, hiring, training, promotion, and administering all personnel actions, such as compensation, benefits, transfers, layoffs or terminations.