



## Therapist

### The Salvation Army of Western Michigan Northern Indiana

**Job Code**  
**TSA\_019**

**FLSA Status**  
**Exempt**

**Job Family**  
**Clinical**

### Mission Statement

The Salvation Army, an international movement, is an evangelical part of the universal Christian church.

Its **message** is based on the Bible.

Its **ministry** is motivated by the love of God.

Its **mission** is to preach the gospel of Jesus Christ and to meet human needs in His name without discrimination.

### Position Summary

The Therapist is responsible to direct client care including group and individual therapy, educative didactics, and quality improvement activities using evidence-based strategies. This role is also responsible for record keeping, interagency relations and being a member of the clinical team.

### Essential Responsibilities

- Completes assessments upon intake, providing screening and diagnosis for treatment plans of substance use disorder and other contributing factors
- Develops treatment plans, modifying plans over time in response to client progress
- Facilitates therapy sessions for individuals or groups
- Documents assessments and treatments in a timely manner. May collaborate with other caregivers or refer clients for more specialized services
- Discharges patients in adherence to industry best practices
- Performs other duties as assigned

## Additional Responsibilities

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## Supervision

**Supervision Received:** Specific Direction - Follows established work procedures. Receives periodic checks for performance. Refers unique questions/conditions to immediate supervisor.

**Supervision Responsibilities:** No supervisory responsibilities.

## Education & Experience

- Master's degree in Counseling, Social Work, or related field
- MCBAP license or development plan; or ability to get proper licensing within 30 days of hire
- Experience in substance disorder or mental health treatment (preferred)

## Other Knowledge, Skills & Abilities

- Learn and adhere to The Salvation Army Social Services Code of Ethics
- Remain up to date with certifications and licensing, adhering to professional codes of ethics
- Understand and adhere to professional boundaries within and outside of the organization
- Maintain client confidentiality and obtain appropriate releases of information
- Demonstrate a continued effort to increase self-awareness and to better understand other cultures and issues of social justice, and promote racial understanding and reconciliation

## Competencies

**PLANNING AND ORGANIZING:** Ability to set priorities and allocate resources properly in order to effectively achieve work responsibilities and objectives.

**CUSTOMER SERVICE:** A desire to serve others by focusing efforts on listening and responding effectively to questions, providing services, and evaluating customer satisfaction.

**RELIABILITY:** Ability to be dependable, trustworthy, and committed to doing the best job possible and completing work in a timely and consistent manner.

**COMMUNICATION:** Ability to effectively receive and express ideas, both written and verbal; using clear and concise vocabulary and active listening skills.

**TEAMWORK:** Effectively interacts with people by being able to share and receive information that supports team goals.

## Physical Requirements

Average Daily Physical Requirements	Frequency
Work in stationary position	2 to 5 hours
Move about work area	Less than 2 hours
Use hands/fingers to handle or feel	None
Reach with hands and arms	More than 5 hours
Climb (stairs/ladders) or balance	None
Bend, stoop, kneel, crouch, or crawl	None
Communicate with others	More than 5 hours
Detect flavors or smells	Less than 2 hours
Move objects up to 30 pounds	Less than 2 hours
Visual acuity	2 to 5 hours
Read and understand written word	2 to 5 hours
Drive or travel	None
Operate computer and general office machines	More than 5 hours
Operate machines or material handling equipment	None

## Environmental Conditions

Average Daily Environmental Conditions	Frequency
Office Environment: No exposure to extreme heat, cold, noise, chemicals or hazardous equipment.	More than 5 hours
Manufacturing Environment: Exposure to dust, oil, various chemicals, solvents, or fumes.	None
Medical Environment: Exposure to body fluids, radiation, medical equipment, solvents or chemicals.	More than 5 hours
Noise: Exposure to constant or intermittent extreme sounds.	None
Temperature: Exposure to extreme heat or cold either indoors or outside.	None

## Acknowledgement

This job description does not list all duties of the job. Employees may be asked by management to perform other duties as needed. The Salvation Army reserves the right to revise this job description at any time. This job description is not a contract for employment and does not infringe upon The Salvation Army's at will employment status.

Employee Name Printed: \_\_\_\_\_

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_