



Holy Family Institute Parent and Children Together (PACT) Therapist

Reports to: Supervisor of the PACT Program

Location: McKees Rocks

Hours: full-time; exempt; flexibility to meet with clients based on their needs, including evenings, weekends and holidays; Must be available to families 24/7, carry a cell phone, and let the PACT supervisor know when unavailable so coverage can be ensured

MISSION AND NEED: Holy Family Institute (HFI) is a 120-year-old Catholic organization with an impeccable history of serving children and families in the Pittsburgh Region. We are one of Pittsburgh's largest social service organizations operating 15 programs in three counties. We are an independent organization guided by Catholic Social Teachings and serving people of all faiths and backgrounds.

Please Note: Candidates will be required to show proof of being fully vaccinated against COVID-19 upon commencing employment. Reasonable accommodations will be considered on a case-by-case basis for exemptions to this requirement in accordance with applicable law. Applicants should be aware that for client-facing roles, particularly those involving close contact with vulnerable individuals, accommodations that involve remaining unvaccinated against COVID-19 may not be deemed reasonable. The Company will engage in the interactive process on an individualized basis in light of each particular role.

General Statement of Duties: This position directly provides a comprehensive assessment, treatment planning, crisis intervention, skill building, concrete services, advocacy and direct face-to-face counseling with children and families referred by CYF. The services are provided in the home or at a place convenient to the family (e.g. school or community setting). The services are provided using the PACT model.

Essential Functions:

1. Completes client-interactive, comprehensive, strength and behavior-focused assessments
2. Establishes a goal plan with the family based upon the findings in the assessment, collaborating with family members and referring agent in developing intervention goals and service plans, monitor progress, analyze barriers to goal attainment and assist families in revising goals and plans as needed and plan for maintenance of progress with families
3. Carries a caseload of 8-10 families, serving an average of 18-22 families per year
4. Meets with families 1-2 times per week, approximately 2-4 hours per week over a 90-day period
5. Provides back up and support for other therapists as needed
6. Assesses safety and uses clinical strategies designed to promote safety, following program guidelines and mandatory reporting

7. Adheres to the principles and fidelity of the PACT Model using foundational strategies such as Motivational Interviewing, Active Listening, Cognitive Behavioral Therapy and Solution Focused Techniques as well as a variety of teaching methods to help families acquire and maintain skills
8. Completes all necessary and required documentation including outcomes data/information utilizing the Institute for Family Development's online data management system for clinical documentation
9. Attends Conferencing and Teaming meetings, court reviews, magistrate hearings, school conferences and other meetings regarding the child and family, representing Holy Family in community meetings and on interagency teams as directed
10. Provides a range of clinical, concrete and advocacy services to family members that are consistent with the PACT model and tailored to each family's values, culture, learning styles, lifestyles and circumstances
11. Collaborates and advocates with formal and informal community resources and systems, while teaching family members to advocate for themselves
12. Advocates for and provides concrete goods and services (including transportation) that are directly related to family's goals, while teaching family members to meet these needs on their own
13. Follows guidelines regarding consulting with the supervisor
14. Prepares for and actively participate in weekly team consultation meetings
15. Participates in quality enhancement activities with supervisor and PACT consultant (home visits, observations, file reviews, model fidelity monitoring, consultation, etc.
16. Reviews performance data to identify needed areas of improvement, working with supervisor and PACT consultant to implement quality enhancement or quality improvement plans.
17. Works with supervisor to complete professional development plans and performance reviews.
18. Maintains a professional, collaborative relationship with CYF, school personnel and other individuals working with the family.
19. Adheres to HIPAA guidelines
20. Maintains knowledge and follows responsibilities mandated by the Child Protective Service Laws.
21. Attends Mandatory Trainings and other trainings to enhance professional development.

Minimum Qualifications:

- Master's Degree in Social Work, Counseling or related field preferred or a Bachelor's Degree in Social Work, Counseling or related field and at least 2 years experience working with children and families
- Must obtain Act 33/34 and FBI clearances
- Current First Aid and CPR certification recommended

Work Experience Requirements:

- Excellent written and verbal communication skills
- Must be able to engage children and families utilizing Motivational Interviewing, Reflective listening, Solution Focused Techniques and Cognitive Behavioral Therapy
- Advocate for families
- Demonstrates ability and knowledge of basic computer skills utilizing Microsoft Office and Office 365
- Must possess a valid Pa. driver's license, vehicle and maintain required vehicle insurance
- Knowledge of the CYF System
- Demonstrates ability to work with diverse individuals, exercise discretion, maintain client confidentiality
- Demonstrates ability to work independently

Physical Requirements:

- Ability to safely and successfully perform the essential job functions consistent with the ADA, FMLA and other federal, state and local standards, including meeting qualitative and/or quantitative productivity standards
- Must be capable of visiting families in their homes or places convenient for families on a flexible schedule including evenings, weekends, and holidays, and able to navigate within cluttered, disorganized and unclean environments
- Ability to maintain regular, punctual attendance consistent with the ADA, FMLA and other federal, state and local standards
- Requires extensive travel to clients' homes throughout Allegheny County
- Work is performed primarily in the client's home where conditions may include tobacco smoke, domestic animals, household pests, mold and other allergens and conditions that could be found in domestic environments

COMMITMENT TO SOCIAL JUSTICE

Holy Family Institute and its affiliated organizations are committed to an environment that respects and values every human being and individual differences. We will invest time and resources to create an inclusive environment for all of our stakeholders. This means we will respect diversity that includes race, ethnicity, gender, socioeconomic status, education, disability, language, and sexual orientation. We also believe that we should be “Faithful Listeners” and embrace diversity of ideas, perspectives, and values. We believe in providing access, opportunity, fair treatment, and advancement for all people. Believing that “God is Found in Everyday Activities” we will do our best to eliminate barriers that prevent full participation in our programs and services. We believe “Loving Relationships” means that all are welcome, all are neighbors, and there are no exceptions. With this belief we aim to create an environment in which any individual or group can feel welcomed, respected, supportive, and valued.

Holy Family Institute is an Equal Opportunity Employer