

**SUPERIOR COURT OF THE STATE OF WASHINGTON
OKANOGAN JUDICIAL DISTRICT JUVENILE COURT SERVICES AND CORRECTIONS CENTER**

OKANOGAN COUNTY POSITION DESCRIPTION

**** FUNCTIONAL FAMILY THERAPIST ****

DEPARTMENT: Juvenile

RESPONSIBLE TO: Juvenile Services Administrator (or Designee)

IMMEDIATE SUPERVISOR: Same

STATUS: Salaried

PROPOSED PAY GRADE: 22

JOB OBJECTIVE/SUMMARY:

A professional level position providing counseling services for the Superior Court and Juvenile Department in the areas of Functional Family Therapy (FFT). FFT is a nationally recognized, evidence-based program for at-risk youth ages 11 to 18 and their families. FFT therapists provide, at a minimum, weekly home-based family therapy sessions over a 3 to 4 month period and will utilize the Functional Family Therapy model. Therapists will be required to carry a caseload of 10 to 15 families. This position requires flexibility in hours in order to meet families when they are available and travel throughout the county is required to meet with them in their homes. Therapists have the opportunity to participate in specialized training, consultation, and quality enhancement processes. Therapists will operate as part of a supportive FFT team and will be required to meet QA standards and annual certifications set forth by the state.

ESSENTIAL JOB FUNCTIONS/RESPONSIBILITIES:

1. Provide assessment and screening for youths and their families. Identify protective and risk factors. Target changeable risk factors for intervention.
2. Identify, develop and implement appropriate cognitive and behavioral intervention strategies that are sensitive to the unique characteristics of each family member within the guidelines of the FFT model.
3. Provide skill-building education to families. Identify community resources. Assist in improving system relationships, such as school and community support systems.
4. Complete FFT required web based case record documentation.
5. Act as a partner in community resources and coordinate with all agencies that have mutual concerns regarding juveniles and their families. Assist families by actively referring them to appropriate services and supports.
6. Carry a FFT caseload as assigned.

7. Actively participate as part of a therapy team and meet weekly with the Juvenile Department Management Team.
8. Perform basic accountability tasks related to the job, which include compiling and maintaining all necessary records.
9. Assist Quality Assurance Specialists in collection of information for program effectiveness.
10. Responds in a positive and respectful manner to diversity, among the agency's service population and staff.
11. Perform such other professional duties and functions that may be designated by the juvenile services administrator and or the superior court. Be subject to 24 hour on call status in emergency situations needing attention.

REQUIRED QUALIFICATIONS

1. Must be 21 years of age or older.
2. A Bachelors Degree from a fully accredited college or university in social/behavioral sciences, criminal justice or a closely related field with a minimum of two years' experience in the juvenile justice system, children and family services, counseling or a closely related field. Educational and/or experience requirements may only be modified or waived by the Administrator.
3. A valid Washington State Driver's License, a vehicle in good working condition, and proof of liability insurance.
4. After hiring, the employee must successfully complete a First Aid/CPR course, provided by the department, as a condition of continued employment.
5. Ability and willingness to work with families in their own homes.
6. This is a non-standard schedule flexibility is required to work when the families are available to meet which could include evening and weekend hours.
7. Ability to work independently, as well as contribute to a team.
8. Very good interpersonal/communication skills.
9. Ability to internalize and work within the FFT philosophy and model.
10. Ability to work with adolescents.
11. Ability to work with respect for cultural diversity.
12. Ability to engage families who may not want the services.
13. Ability to adapt and individualize program interventions to utilize family strengths and skills.

14. Commitment to empowering families to solve their own problems.
15. Belief in the capacity of people to grow and change.
16. Ability to intervene decisively, when necessary, to protect family members.
17. Must be able to meet qualifications as a Washington State Registered Counselor within 6 months of employment and must remain certified annually.
18. Must be able to meet and maintain qualifications as a Washington State Functional Family Therapist and must remain adherent to strict quality assurance standards.
19. The ability to prepare and present findings, conclusions and recommendations clearly and concisely both orally and in writing.
20. Certain job areas or assigned functions may require special educational levels, licensures and/or certifications. If so, these requirements will be specified in the job announcement.

DESIRED QUALIFICATIONS:

A thorough knowledge of the following:

1. Juvenile Justice System and state RCW & WAC's.
2. Court rules and procedures.
3. The process of assessments and evaluations of juveniles and their families.
4. FFT counseling techniques and intervention skills.
6. Case management and program/service development.
7. Knowledge of community resources and networking.
8. A Masters degree from a fully accredited College or University in Social/Educational sciences, Counseling, Criminal Justice or a closely related field may be substituted for all or a portion of the required experience at the discretion of the Administrator

EQUIPMENT USED:

1. County motor vehicles.
2. Manual and electronic security devices.
3. Office equipment, including computers.
4. Testing assessment instruments and materials.

WORKING ENVIRONMENT:

Office, courtroom, secure corrections center, in the field and in various public agency forums.

This is a high stress position, subject to 24 hour on call and responses to situations that may arise.

PRE-EMPLOYMENT BACKGROUND CHECKS AND TESTING

No offer of employment will be made until a criminal and child abuse records check and background and reference checks have been completed. Offers of employment may be conditional upon successfully completing Drug Testing and/or Polygraph Testing and/or Psychological Testing. Applicants must complete FFT training as required to perform the job and must become counselor certified through the state. Other testing or checks may be made at the employer's discretion to determine suitability for employment.

FLSA EXEMPT

This position is exempt from the provision of the Fair Labor Standards Act.

I have read and received a copy of my position description.

Employee Signature

Date