

GRACEWOOD
Position Description
CLINICAL THERAPIST

POSITION ASSIGNMENT

Position Title: Clinical Therapist

Company: Gracewood

Status: Exempt, Full-Time

Reports To: Director of Clinical Services

Gracewood's Mission: Gracewood rescues children and their single mothers, ensuring a bright future by providing home, hope, and healing.

Three Key Results for Gracewood:

1. Best-in-class client outcomes
2. Securing a shared future
3. Being the employer of choice

POSITION SUMMARY

This role will provide comprehensive clinical services to mothers and children residing within Gracewood programs. Under the direction of the Director of Clinical Services, the Clinical Therapist provides trauma-informed, attachment-based, evidence-based, and systems-oriented therapeutic services that promote family healing, strengthen relationships, improve emotional regulation, and support ultimate long-term stability and growth.

KEY RESPONSIBILITIES

SKILL-BASED COMPETENCIES

Accurately, efficiently, and effectively perform the following:

CLINICAL SERVICES AND COMPLIANCE

- Provide practical adult, family, group, and child-focused therapy to clients with complex emotional, behavioral, and relational needs based on individualized treatment plans.
- Complete clinical assessments and develop, implement, and evaluate treatment plans addressing emotional, behavioral, relational, and family system needs.
- Monitor progress and support successful achievement of clinical goals while maintaining ethical standards, professionalism, and clear communication regarding client progress, concerns, and treatment needs.
- Provide developmentally appropriate interventions (including play-based approaches when clinically indicated) and support crisis intervention needs.

- Maintain timely and compliant clinical documentation in accordance with Gracewood policies, HIPAA requirements, licensing standards, and ethical guidelines.
- Participate in quality improvement initiatives, clinical supervision, and ongoing professional development while maintaining licensure requirements.

COLLABORATION AND MISSION ENGAGEMENT

- Accountable for providing effective, compassionate, and mission-aligned clinical services that support Gracewood's commitment to home, hope, and healing.
- Demonstrate a spirit of integrity, adaptability, and a genuine commitment to continuous improvement.
- Collaborate with Gracewood's interdisciplinary team, including program leadership, case management, residential staff, and other professionals involved in client care as you participate in treatment team meetings, case consultations, and clinical supervision.

BEHAVIOR-BASED COMPETENCIES

Christian, biblical behavior is expected at all times and includes, but is not limited to, the following:

- Honors God by lifestyle and is a positive Christian role model both personally and professionally. This person must agree with and live up to Gracewood's Mission, Vision, and Core Values.
- Exhibits excellent organizational skills, sound judgment, and confidentiality as well as effective communication abilities in dealing with both staff and the public.
- Works independently, displaying creativity and initiative in everyday duties, and submits ideas and suggestions to enhance the overall mission of Gracewood.
- Demonstrates effective collaboration across the family of ministries. Utilizes at all times teamwork and coalition building. Works cooperatively with all CAHM personnel and those of related corporations, Trustees, donors, contracting agencies, all stakeholders, and the general public.

KEY REQUIREMENTS

QUALIFICATIONS

- A Master's degree in Counseling, Marriage and Family Therapy, Social Work, Psychology, or a related behavioral health field is required.
- A fully licensed clinician is highly preferred (LPC, LMFT, LCSW, or equivalent). However, provisionally licensed clinicians (LPC Associate, LMFT Associate, LMSW, or equivalent) may be considered with an established board-approved clinical supervisor and active plan toward full licensure.
- Experience serving vulnerable populations, working in residential programs, or supporting women and children in crisis is preferred.

- Significant experience providing individual, family, and child-focused therapy by utilizing evidence-based therapeutic approaches, including play therapy, TBRI, or other attachment-focused interventions, is required.

SKILL AND SCHEDULE REQUIREMENTS

- Willingness to accommodate a very flexible schedule, primarily weeknight counseling appointments and occasional Saturday Gracewood events, is required.
- Strong written and verbal communication skills, including the ability to maintain detailed and clear electronic clinical records, are required.
- Current CPR and First Aid certification, or willingness to obtain certification, is required.
- Proven history of competent assessment skills, treatment planning with successful outcomes, and practical clinical decision-making skills are required.
- Able to work independently while cognizant of the importance of collaboration with the clinical team.
- Able to maintain confidentiality, professionalism, and sound clinical judgment at all times.

PHYSICAL REQUIREMENTS

- Must possess reliable personal transportation, as well as the ability to drive assigned vehicles with a valid Texas Driver's License. Must be eligible to be insured under the agency's vehicle insurance.
- Ability to use up to 25 lbs. of force occasionally and/or up to 20 pounds of force frequently, and/or up to 15 pounds of force continuously to move objects and/or people.
- Must be able to pass a background check.
- This person must agree with and follow the tenets stated in Gracewood's Mission, Vision, and Core Value statements.

ACCOUNTABILITIES

- Reports to the Director of Clinical Services.

I understand that this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities required for this position. This document does not create an employment contract, nor does it modify the at-will employment status of all employees. I have reviewed the job description for the position of Clinical Therapist and can perform the essential functions required. I have received a copy for my records.

Received by: _____
Signature

Date

Print Name