### Job Posting

<table>
<thead>
<tr>
<th>TITLE</th>
<th>15004 Recovery Coach</th>
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</thead>
<tbody>
<tr>
<td>CATEGORIES</td>
<td>FTE</td>
</tr>
<tr>
<td>CLASSIFICATION</td>
<td>Clinical Specialist</td>
</tr>
<tr>
<td>CLOSING DATE</td>
<td>Until Filled</td>
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<tr>
<td>PERCENT OF TIME</td>
<td>100% FTE</td>
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<tr>
<td>PERSONNEL CODE</td>
<td>15004</td>
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<tr>
<td>PROGRAM</td>
<td>First Episode Psychosis</td>
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<tr>
<td>UNION STATUS</td>
<td>Professional Bargaining Unit</td>
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<tr>
<td>SALARY</td>
<td>$36,916 - $42,454</td>
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**SUMMARY:**
The Recovery Coach is responsible for providing recovery-oriented coaching case management services to young persons with first episode psychosis. S/he works closely with a multidisciplinary team to plan, coordinate, and deliver culturally competent, recovery oriented and trauma informed services. The Recovery Coach provides structured behavioral interventions aimed at learning new skills and supporting behavior change, including social skills training, substance abuse screening and assessment, behavioral activation, coping skills training, psycho-education, and case management as well as assessment, crisis intervention, and individual or group therapy. Primary duties include providing and coordinating direct clinical services, referrals, assessments, monitoring progress, follow-up, documentation and correspondence. This position has an annual production hour expectation of 1325 at 100% FTE. The Recovery Coach reports directly to the assigned FEP Clinical Team Leader with overall program supervision provided by the FEP Clinical Team Manager. The position includes some evening hours, and requires a valid driver’s license.

**QUALIFICATIONS:**

**ESSENTIAL Education/Licensure**

- Masters Degree in related human services field (e.g., Social Work, Nursing, Psychology, Counseling, etc.) including licensure as a trainee, or will apply for training license within 30 days of hire in the related human services field

**Experience**
• Demonstrated commitment to provide culturally competent, recovery oriented, and trauma informed services to diverse populations.
• Demonstrated ability to work collaboratively on teams with prescribers, nurses, counselors, and crisis service providers.
• Demonstrated commitment to community-based, recovery oriented services for persons with multiple needs and inadequate resources.
• Excellent communication, time management and organizational skills.
• Ability to work both independently and as part of a team.
• Ability and willingness to provide coordination of services in addition to providing direct services.
• Extensive knowledge of psychotropic medications, their effects, and side effects
• Strong verbal, writing, organizational, leadership and advocacy skills

Demonstrate commitment to consumer empowerment and to improving the meaningful involvement and participation of consumers throughout the agency’s services.
• Ability to be a flexible and creative participant in a changing system. Possession of a valid driver’s license, a favorable driving record, adequate insurance (per WI law) and access to a vehicle.

Typical Physical Demands

Requires driving, sitting, standing, light lifting, bending, and reaching; and the ability to use and operate standard office equipment, including computer, calculator, phone, printer, cell phone, facsimile, etc.

Working Conditions

May require evening or weekend hours depending on program and consumer’s needs.

PREFERRED
• Masters Degree in Social Work, Rehabilitation Psychology or related field with ability to bill Medical Assistance (minimum of 3000 hours clinical experience working with persons with severe mental illness, or 1500 hours working within a CSP)
• Experience and specialized knowledge in providing substance abuse treatment to consumers who are dually diagnosed (i.e. - severe mental illness and substance use/dependence)
• Ability to make DSM diagnosis based on DSM assessment criteria, write a treatment plan and carry out treatment based on the DSM diagnosis
• Bilingual in Spanish and/or South East Asian language.
• Working knowledge of evidence base practices including trauma focused interventions, motivational interview and cognitive behavioral therapy

RESPONSIBILITIES:
A. Delivery Of Clinical Services
1. Provide case management services with consumers in the office or in the community as clinically appropriate.
2. Provide direct services including structured behavioral interventions aimed at
imparting new skills and supporting behavior change, including social skills training, substance abuse screening and assessment, behavioral activation, coping skills training, psycho-education, and case management as well as assessment, crisis intervention, and individual or group therapy; monitoring progress toward meeting individual goals.

3. Ensure that services are culturally competent, promote the principles of recovery, are trauma informed and involve shared decision making and collaborative treatment planning.

4. Develop comprehensive individualized assessments, treatment plans, and discharge summaries. Conduct timely reviews, updates, and revisions as required by policy and as needed for each consumer, taking into account cultural and personal attributes and characteristics.

5. Maintain contact with consumers to a degree sufficient to monitor and assess progress.

6. Work on issues related to activities of daily living/training, substance use and mental health issues, vocational endeavors, working on finances and budgeting, housing, community and cultural connection, and assistance with legal problems and obligations.

7. Work closely with nurse and prescriber on the team to assure that medication is integrated into client recovery plans.

8. Evaluate with the consumer his/her concerns, evaluate the consumer’s mental status/progress/challenges, and share opinions with the team.

9. Contribute to the functioning of the treatment team by supporting and covering for other team members as necessary; participate in triage coverage as needed/assigned.

10. Provide, or arrange for the provision of, crisis management services as clinically and programmatically appropriate and necessary.

11. Attend program meetings, team meetings, and other clinical meetings, functioning as an active member of the interdisciplinary team.

12. Coordinate clinical services with those of other JMHC areas and outside agencies and assist in problem resolution around clinical issues.

13. Coordinate clinical services with those of other JMHC programs and outside agencies and assist in problem resolution around clinical issues. Take steps to ensure professional integrity in ethical situations in accordance to NASW and APA (or selected human services field) professional guidelines.

B. Administrative

1. Participate in team meetings, training sessions and other designated team functions.

2. Complete individualized training requirements.

3. Participate in JMHC-wide training programs and community education, as assigned.

4. Attend supervision meetings as scheduled.

5. Maintain minimum service expectations.

6. Assist in the education and orientation of visitors, students and volunteers.

C. Other Duties As Assigned.

The above statements are not to be interpreted as an exhaustive list, but are intended to describe the general nature and level of work being performed by this employee.
Applications are available:

- at www.journeymhc.org/careers
- or pickup at Journey Mental Health Center, 625 W Washington Ave., Madison, between 8 a.m. and 8 p.m. Monday-Thursday and 8 a.m. to 5 p.m. Friday

Resumes are NOT accepted in place of completed application forms, but can be attached. Employment is contingent upon a receipt of favorable results of background history and driver’s record check.

Journey Mental Health Center is an Equal Opportunity/Affirmative Action Employer. It is the agency’s belief that staff diversity and cultural competence are the foundation for services, which are accessible, effective, and relevant to the diverse needs of Dane County children, youth, families, and adults. Women, disabled, and culturally diverse applicants are strongly encouraged to apply.