



## JOB DESCRIPTION LICENSED THERAPIST

August 2025

***The mission of Healthy Start is to improve maternal and child health and to reduce poor birth outcomes and infant mortality in Allegheny County.***

### **Position Overview:**

The licensed therapist is a member of the Healthy Start multidisciplinary team supporting mental health practice within the organization and providing mental health assessment and treatment to Healthy Start participants. A successful applicant will have training in at least some of the following modalities: CBT, DBT, IPT; evidence-based trauma treatments such as CPT, PE, or EMDR; and will have a wide range of clinical skills to treat common experiences of anxiety, depression, grief and loss, acute and/or chronic trauma. The licensed therapist will be adept at conducting clinical conceptualizations—gathering and organizing information about the participant/family to identify patterns and themes and formulate a comprehensive understanding of the factors contributing to their difficulties. This role will integrate into our existing mental health services, such as supporting the continuum of care for participants enrolled in or who have completed our evidence-based in-home clinical model Moving Beyond Depression (MBD), will support participants for whom MBD is not the appropriate level of care, and will support the identification of other models or frameworks that support our perinatal population. The person in this role should have a passion for community mental health, families and maternal and child health, and is flexible to meet the needs of Healthy Start participants in-home, in-office or via telehealth.

### **Position Duties:**

- Conduct clinical assessments, create treatment plans and provide clinical documentation to support on-going services for Healthy Start participants.
- Conduct psychosocial assessments (including biopsychosocial assessments, genograms and ecomaps) for women, fathers and families in that will be shared with the multidisciplinary team to support service delivery; visits can be held via telehealth when preferred by the client.
- Maintain an absolute commitment to protecting confidentiality of participant, employee and agency information handled on a daily basis.
- Serve at least 25 birthing families a year.
- Collaborate with the home visiting team/program, mental health clinicians and other community services to ensure continuity of participant care.
- Lead individual and group sessions to support the treatment goals of the participant.
- Collaborate with the community and/or clinic providers as needed.
- Participate in biweekly reflective supervision with LCSW consultant.
- Provide crisis intervention services to clients and/or family members, as needed.
- Participate in monthly supervision with Clinical Practice Program Manager for administrative support.
- Provide direct support and consultation to crisis intervention services to clients and/or family members.
- Participate in monthly MBD consultations and other clinical meetings as necessary.
- Other duties as requested by the Clinical Program Manager.

### **Skills and Competencies:**

- Training and experience in delivering psychotherapy to women with mood disorders.  
Training and experience in working with serious mental health conditions and complex clinical presentations.
- Psychosocial knowledge and clinical ability sufficient to provide services to moms and dads enrolled in home visiting programs. Experience working within family systems and motivational interviewing are preferred.
- Ability to work with computer software applications, ie. Word processing, database, and spreadsheets and ensure HIPAA compliance and confidentiality.

- Understanding and showing respect and appreciation for the uniqueness of all individuals; leveraging differences in others' perspectives and ideas; appreciating cultural differences and adjusting one's approach to successfully integrated with others who are different from oneself.
- Demonstrates a strong work ethic, sound judgment, diplomacy and tact. Ability to maintain professional boundaries with clients in their home.
- Excellent verbal, written and interpersonal communication skills.
- Ability to work independently with minimal supervision.
- Being open to change and considerable variety in work environments. Effortlessly adjusting to new or changing situations and unexpected events. Willing to work flexible hours.
- Demonstrating the ability to encourage and motivate participants to continue/complete treatment using motivation interviewing and other skills.

#### **Qualifications of Position:**

- Pennsylvania-licensed mental health provider (LCSW, LMHC, LMFT).
- Minimum of 2 years' experience providing mental health services, with a preference for experience serving the perinatal population.
- Training in at least some of the following modalities - CBT, DBT, IPT - and an evidenced-based trauma treatment such as CPT, PE, or EMDR.

#### *Other:*

- *COVID-19 vaccination*
- *Act 33/34 and FBI clearances are required*
- *Must possess a valid unrestricted Pennsylvania Driver's License*
- *Must possess current and valid unrestricted automobile insurance and be listed as an insured driver*
- *Must have reliable transportation to support families on a need basis*

#### **Supervisory Relationship:**

This position works under the direction of the Clinical Practice Program Manager and will receive additional team-based reflective supervision with a consultant.

#### **Physical Demands:**

- Position is "hybrid" office/ community/ home. This is **not** a "remote" position.
- The work performed is 70% sedentary and may require sitting, typing and answering phones, with occasional light lifting, carrying, stooping, standing, bending, walking and filing.
- Intense mental, visual and aural attention is required as the work involves responding to requests, planning or performing work that is at times, can be fast paced.
- The other 30% of the position may be conducted in the field. Candidate must possess the ability to work at locales outside of the office environment.
- Out of town and overnight travel may be required on occasion.

#### **Compensation:**

The starting salary range for this position is \$65,000-\$70,000 with skills and experience. We offer a comprehensive and competitive benefits package.

#### **FLSA Status: Exempt**

**Email resume and cover letter to [hr@hsipgh.org](mailto:hr@hsipgh.org).**

***Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions. Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time.***