



Achieve with us.®

Licensed Clinician

Company: The Arc Baltimore
Location: Baltimore, MD

ABOUT US

Dedicated to providing advocacy and high quality, life-changing supports since 1949, The Arc Baltimore supports more than 6,000 adults and children with intellectual and developmental disabilities and their families living and working in Baltimore City and Baltimore County. With an annual budget of \$50 million and approximately 800 full and part time employees, dedicated staff provides services at six day locations and 100+ owned and leased residential sites located in the Baltimore metropolitan area. With a focus on employment, we partner with over 140 companies to employ or host interns.

As one of the nation's largest and most respected organizations of its kind, The Arc Baltimore is an indispensable resource, providing employment training and support, day and residential services, family support and education, treatment foster care, assistive technology services, respite care, public policy advocacy, and information and referrals.

Learn more about us at www.thearcbaltimore.org.



7215 York Road, Baltimore, MD 21212 - T 410-296-2272 / F 443-279-3430
www.thearcbaltimore.org
Maryland Relay: 800-735-2258



POSITION SUMMARY:

To provide trauma-informed clinical counseling and positive behavioral support services for individuals served by The Arc Baltimore. To model and teach staff how to use proactive approaches to challenging situations. To assist individuals with developmental disabilities in developing problem-solving and coping skills through positive identity development. To assist individuals with developmental disabilities in advocating for their wants and needs.

DUTIES & RESPONSIBILITIES:

1. Demonstrate support and advocacy for the agency's policies, goals, values, and mission.
2. Support the Person Centered Planning process by active participation in team meetings. This includes making appropriate clinical recommendations, advocacy, and modeling of mediation and listening skills and ensuring comprehensive and ongoing communication with team members related to support needs and staff collaboration.
3. Routinely consult with individuals and agency stakeholders on issues related to positive behavioral support, functional assessment, trauma-informed care, co-occurring disorders, anger management, and anything related to the psychological well-being of an individual.
4. Provide therapy and counseling services as needed.
5. Collaborate with other Arc Baltimore staff and the Coordinator of Community Services to identify the mental health support needs of individuals. Assist in the creation of all funding plans for submission to the DDA to ensure needed therapeutic supports are funded.
6. Complete thorough Psychosocial/Behavioral Assessments, using language consistent with the MANDT system.
7. Deliver quality trauma informed therapeutic supports falling under the Behavioral Support Services umbrella (Behavioral Assessment, Behavioral Consultation, Behavioral Support Implementation Services) to meet an individual's mental health needs. Develop and write individualized Behavior Support Plans.
8. Monitor and document ongoing Behavior Support Plans, Behavioral Consultation, and complete annual revisions/updates, or more frequently as needed.
9. Collect behavioral data monthly, complete an analysis and a monthly summary of the results.
10. Collaborate with and aid in the training of all Behavior Technicians.
11. Assess for training opportunities, develop and facilitate group trainings for staff and supported individuals.
12. Train staff on both implementation of supportive mental health interventions as outlined in the Behavior Support Plans and needed data collection.
13. Document any and all interventions, even those not meeting the service descriptions falling under the Behavioral Support Services umbrella or identified as mental health counseling, in the electronic record.
14. Present prescribed psychotropic medications and/or restrictive procedures and interventions as indicated in a Behavior Support Plan to the Human Rights committee.
15. Complete clinical interviews for determination of the possible need for a psychiatric evaluation. Summarize pertinent information for a psychiatric evaluation. Attend psychiatric evaluations and appointments with individuals as needed.
16. Complete thorough discharges and recommendations for future support needs.
17. Successfully complete all agency and DDA required trainings for this position.
18. Perform other duties as assigned by supervisor.

EDUCATION /SKILLS/ EXPERIENCE:

- A Master's Degree in Psychology or Social Work is required. Licensure at the LGPC, LMSW, LCPC, LCSW-C (as applicable) required
- Experience in psychosocial and diagnostic assessment, functional assessment/analysis, trauma-informed therapeutic interventions, positive behavioral supports preferred and mental health counseling preferred
- Experience working with individuals with intellectual and developmental disabilities
- Personal characteristics include:
 - Excellent oral and written communications;
 - Strong interpersonal skills with the ability to manage positive communication in difficult situations and the ability to provide candid/constructive feedback;
 - A high level of organization, accountability and follow through;
 - Ability to remain flexible, calm under pressure and adaptive to changing situations;
 - Works well independently and as a team;

- Solution focused

WORKING CONDITIONS:

- Primary worksite is the Main Office at 7215 York Road.
- Access to a vehicle for independent travel to all agency sites is required.
- Occasional evening/weekend hours required for trainings and meetings.

Interested applicants may apply online at:
<https://www.thearcbaltimore.org/about/join-our-staff/>