



Licensed Certified Social Worker- Clinical (LCSW-C)

Department: Clinical Services

Date Most Recent Update: October 8, 2025

GENERAL DESCRIPTION OF POSITION: Licensed Certified Social Worker- Clinical (LCSW-C)

Reporting directly to the Director of Clinical Services, the Licensed Certified Social Worker- Clinical

(LCSW-C) provides Behavior Support Services, skill building, behavior, and clinical direction for treatment of people supported by Richcroft and other agencies. The LCSW-C works with an inter-disciplinary team to ensure the implementation of comprehensive treatment plans that integrate biological, medical, psychiatric, psychological, behavioral, neurological, intellectual, educational, and emotional components specific to each person's needs. The LCSW-C uses evidence based and best practices and ensures compliance with agency and state requirements.

PRIMARY JOB FUNCTIONS:

- Provides Behavior Support Services including billing to Richcroft and outside agencies.
- Collaborates with other departments/agencies to ensure proper training of managers and staff to implement behavior plans as required, including timely and effective data collection.
- Conducts clinical assessments including functional behavior assessments, verbal behavior, preference assessments, and skill assessments.
- Develops, revises, and updates behavior support plans annually, and as needed, to include skill development, trauma impact, and changing socially significant challenging behavior.
- Designs and maintains systems that assist with clinical interventions, including defining structure and responsibilities of the clinical team members.
- Provides clinical consultation both internally and externally as applicable.
- Ensures behavioral documentation complies with state and funding agency regulations and requirements.
- Writes monthly progress notes with graphs.
- Ensures data is provided to the psychiatrist to make informed and educated decisions regarding psychotropic medication.
- Delegates assignments to ensure the most effective completion of tasks and assumes responsibility for the outcome.
- Provide and oversee procedural integrity of behavior support plan implementation.
- Implements risk/benefit analysis of restrictive practices to write fade plans.

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- Works collaboratively with the Quality department, and other agency stakeholders and committees.
- Supervises clinical team members.
- All other duties as assigned.

Qualifications:

- Experience working with people with intellectual disabilities, developmental disabilities, and mental health diagnoses.
- Access to reliable transportation.
- Valid Driver's License and satisfactory driving record, with no more than 3 points.
- Master's degree in Behavior Analysis, Social Work, Psychology, or related field.
- Must have current licensures to provide BSS (BCBA & LBA, LCSW-C, or licensed clinical psychologist).
- Must have at least 3 years of experience working with the autism/IDD population.
- CPR and First Aid Certifications.

Skills:

- Experience with supervising up-and-coming clinicians (e.g., has requirements set by the BACB to supervise students.
- In- depth working knowledge of Microsoft Office Suite (Excel, PowerPoint, Word, Outlook)
- Strong leadership skills with dedication to driving and achieving results.
- Excellent analytical, problem-solving, and decision-making skills.
- Excellent verbal and written communication skills including presentation skills and strong interpersonal skills.
- Excellent written and verbal communication skills
- Experience with Acceptance and Commitment Training (ACT)
- experience with behavioral leadership and organizational behavior management.
- Experience with crisis management, verbal de-escalation, and a variety of evidenced-based interventions to serve the entire autism spectrum.
- Experience with implementing ABA-based interventions in a community setting.
- Strongly prefer a specialization in behavioral treatments for mental-health diagnoses commonly co-occurring with autism (e.g., adapting CBT to treat OCD for adults on the spectrum, PTSD, anxiety disorders, etc.).

NOTE: At the discretion of the Director of HR and CEO, additional related experience and/or education may be substituted in lieu of the requirements specified above under Education and Experience.

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