

Harm Reduction Outpatient Therapist

Open Aid Alliance is seeking a creative, passionate, motivated therapist with a dedication to harm reduction principles and participant-centered care to join our team!

Pay & benefits

This position is 35 hours per week and includes the following benefits: paid vacation, health insurance, vision, dental, retirement after six months, paid lunch, hybrid work environment, and a 4-day work week. Salary range is \$41,000-\$46,000. We pride ourselves on working towards health and healing from the inside out—supporting staff so we can better serve our community.

Goal: Improve health outcomes through integrated care with housing, behavioral health, and healthcare providers.

Vision and Goals of position:

The Outpatient Therapist is responsible for providing professional clinical services at Open Aid Alliance (OAA). **Clinical services at Open Aid Alliance include work with people who use drugs, are living with chronic illness like HIV and people who are unhoused. A strong commitment to the theory and practice of harm reduction is required for all clinical services at OAA.**

Clinical services at OAA are oriented to meet the unique needs of each individual and may not take place in traditional settings. Our services are primarily outreach based and will require a willingness to meet people where they are regarding all aspects of care.

This position will work hand in hand with Case Managers and other members of the Care Team to meet participant needs. Treatment plans are created by participant's own self-determined goals, their clinical assessment with the Outpatient Therapist, and their case management assessment. While the focus of this position is on direct service and direct time with clients, there are ongoing administrative tasks that are required. In addition, OAA is a low barrier, cooperative environment. Staff are asked to lend assistance where needed and cross train on multiple functions.

Minimum Qualifications:

- **Relevant combination of education and/or professional experience**

Master's degree in Social Work, Psychology, Counseling or related field. Licensed Addiction Counselor status is preferred in addition. Valid Montana clinical license or licensure must be in progress and eligible to provide services with applicable clinical supervision. Knowledge of

diverse modalities of counseling and diagnostic principles. Ability to work with diverse client populations as well as co-occurring disorders. Experience providing trauma-informed and participant-centered care in a substance use and chemical dependency context is required.

- **Team player attitude**

Willing to participate in a team environment. Must be willing to work in a cooperative model to achieve the common goals of the agency and the participants. Must be willing to receive constructive feedback and engage in a learning environment while on the job. Ability to lead strong treatment teams.

- **Ability to work independently**

Candidate must be self-motivated and have a willingness to work and travel independently

- **Self-awareness**

Awareness of personal and professional boundaries is an important part of this work. We practice awareness of privilege and power and recognizing systems that harm people we intend to help heal.

- **Lived experience is valued at Open Aid Alliance**

We encourage people with a combination of lived personal experience and professional experience to apply.

- **Communication & Technology Proficiency**

Excellent oral and written communication skills, proficiency in Microsoft Office and other technology platforms as needed. Willingness to learn and utilize Electronic Health Records (EHR) System and incorporate client-centered care into maintenance of EHR.

- **Harm Reduction Commitment**

A commitment to the principle and practice of harm reduction is essential to this position. Willingness to work with individuals who may be actively using substances. Thorough understanding of a harm reduction approach to substance use and some training with Harm Reduction Therapy is preferred.

Core Responsibilities

- Responsible for the delivery of evaluative, diagnostic, and treatment services.
- Perform chemical dependency and mental health evaluations in alignment with state and payer requirements.
- Develop treatment plans and client goals in collaboration with client.

- Provide individual and group counseling according to treatment plans and client goals.
- Evaluate clients' progress and make adjustments as needed
- May perform crisis services both during and after normal working hours
- Complete critical tasks like faxing, phone calls, emails etc to coordinate care and support wrap around care.
- Maintain complete client records according to licensing and payment providers and ensure completion within a timely manner
- Work with the Program Director to develop and implement innovative programming.
- Provide consultation and education services to individuals, agencies, institutions, and groups as appropriate.
- Provide clinical supervision support to other programs as need, may include housing, harm reduction and other direct service programs.
- Seek out and attend ongoing training and self-learning.
- Administer satisfaction surveys periodically.
- Participate in weekly Treatment Team meetings.
- Attend weekly OAA staff meetings.

General Responsibilities of all OAA staff

- Be an advocate for all participants, treat all teammates and participants with dignity, respect and ensure the work environment is free of judgment for all people.
- Maintain high levels of confidentiality, improve confidentiality systems whenever possible.
- Responsible for completing all relevant training.
- View each day as a learning opportunity. We emphasize practice not perfection and many aspects of the agency remain fluid to accommodate innovation and change.
- Respond to requests for data collection and annual reports.
- Answer phones, attend to immediate client needs and occasionally work nights or weekends as special events require.
- Work with team to continuously improve and reimagine how to make OAA more efficient, effective and impactful. Creativity is encouraged!

Application Materials Required:

- Resume
- Three professional or educational references with name and contact information.
- Cover letter describing the following:
 - Why is participant-centered and trauma-informed care with people who use drugs important to you?
 - Give an example of how it looks in your practice
 - Describe any challenges you anticipate working in this environment.
 - Why do you want to work for Open Aid Alliance?

How to submit application materials:

Please email application materials to **amanda@openaidalliance.org**. Please no hand delivered applications. **Applications will be considered until the position is filled.**

Statement:

Open Aid Alliance is radically committed to hope and healing for participants and staff alike.

OAA acknowledges that we occupy stolen land that is aboriginal territories of the Salish, Kootenai and Kalispel people. Diversity is a core value at OAA and we aspire to continually evaluate how we are creating intentional and inclusive spaces for BIPOC, people with lived experience of substance use and HIV, and all marginalized communities.

We encourage people of diverse races, ethnicities, socioeconomic statuses, religions, disabilities, socioeconomic statuses, gender identities and expression, sexual orientations, ages, national origins, disabilities, work, and life experiences to apply. We are committed to providing an inclusive, healthy, and welcoming environment for all members of our community.

Please apply even if you don't meet 100% of the criteria above. Nobody checks every box every time and we'd love to talk to you about your unique qualifications and interests in this role.