

Lead Mental Health Therapist (LCSW)



Location: Utah Pride Center, Salt Lake City, Utah
Term: Full Time in-person at our Headquarters
Schedule: Weekdays with some evenings and weekends required plus events such as Pride
Category: Exempt
Salary Range: \$70,000- \$80,000 with excellent benefits (*i.e., Full Medical Health Benefits covered for you and your family, 401K Match, Generous PTO & Holidays, & many other benefits*)
Reports to: Co-CEO

About the Utah Pride Center:

The Utah Pride Center (UPC) has been serving the Salt Lake City area for more than 30 years. We are the largest LGBTQ+ community organization in Utah. Our mission is to unite, empower, and celebrate our LGBTQ+ community by providing a welcoming and safe place for education, partnerships, services, and events which advance our collective health, wellness, and success.

Job Summary:

The Utah Pride Center is seeking Therapists—LCSWs—who are experienced at serving LGBTQ+ folks. The Therapist is responsible for conducting individual, couple, and group therapy services, completing appropriate clinical documentation (i.e., assessments, treatment plans, progress notes, discharge summaries), maintaining their clinical schedule, and serve crisis/walk-in patients and crisis telephone calls. The therapist will provide supervision to interns and run support groups. The ideal candidate will have experience working with clients on LGBTQIA, BIPOC, multicultural, kink, polyamorous, and/or intersectional issues and should have a high level of emotional intelligence, self-awareness, and demonstrated multicultural competence in working with all facets of the LGBTQ+ community.

Research shows that members of marginalized groups – including LGBTQIA+ identified people, women, Black, Indigenous, and other people of color (BIPOC) – tend to apply to jobs only if they meet every single requirement listed. Here at the Utah Pride Center, we want the best candidates for the job, and those candidates don't always meet 100% of the qualifications listed. If you are passionate about Utah's LGBTQIA+ community, we encourage you to apply – especially if you're a member of a structurally marginalized group. We look forward to your application.

MAJOR DUTIES AND RESPONSIBILITIES:

Analytical and Critical Thinking

- Conducts brief, evidence-based, and developmentally appropriate assessments and screenings.
- Applies knowledge of evidence-based practice, including empirical bases of assessment, intervention, and other clinical applications, expertise and patient preferences to individuals, couples, groups, and families as assigned.
- Provides emergency assessment of patients in crisis and facilitates psychiatric hospitalization if needed.
- Provides referrals to appropriate levels of care and needed services based on clinical assessment.
- Assesses discharge readiness throughout the course of treatment.

Problem Solving and Decision Making

- Create and implement integrated treatment plans, ensuring access to organizational and external services within allotted time frames.
- Independently evaluates treatment progress and modifies planning as indicated, even in the absence of established outcome measures

Communication

- Provides consultation to medical providers, other staff, and other service providers to facilitate a coordinated continuum of care within the primary care setting.
- Participates in staff meetings as required.
- Verbal, nonverbal, and written communications are informative and well-integrated.
- Participates in system change and promotes values and mission driven change within the Utah Pride Center.
- Ensures progress notes are accessible to the patient's care team and considers that they may be accessible to the patient.

Patient Focus

- Provides referrals for internal and external services.
- Demonstrates ability to engage patients and/or families who are not engaged in services through outreach and follow up

Compliance, Policy, and Procedure

- Document all behavioral health services as directed by Utah Pride Center policies and practices, state requirements, and professional standards.
- Adheres to departmental productivity standards and policy and procedures.
- If providing supervision: Demonstrates knowledge of supervision models and practices; demonstrates knowledge of and effectively addresses limits to scope of competency in/to supervision.
- Assesses for risk using a standardized measure (e.g., CAMS; C-SSRS).
- Assess medical necessity for treatment, including but not limited to use of standardized measurement tools (e.g., PHQ9, GAD7, ACE).



- Completes all semi-annual reviews of policies and related documentation.
- Demonstrates appropriate use of billing orders for all clinical documentation.

Workplace Computers and Equipment

- Utilizes Electronic Health Record (EHR) to support and improve integrated healthcare.
- Outreach
- Willingness to Learn
- Meets mandatory continuing education requirements to maintain licensure/certification.
- Performs other duties as assigned by supervisor.

SKILLS AND ABILITIES

- Must have the ability to provide services that are relevant to the culture of the patient and their family (i.e., LGBTQIA+, BIPOC). Must be able to identify and address disparities in healthcare access and quality.
- Must be able to adapt services to cultural norms and promote diversity among the providers working in interprofessional teams.
- Must be comfortable with open access model to care in community mental health and health care settings. Must be able to adapt to changes in the field of Health Care both statewide and nationally.

- EDUCATION AND/OR EXPERIENCE:

- Degree required: Master's degree in clinical social work (MSW)
- Licensure Required: LCSW, (Licensure in the State of Utah or eligible for licensure by endorsement in Utah).
- Experience in the provision of outpatient mental health services with adults, children and/ or adolescents or additional specialized certification/degree: clinical support, trans care, EMDR, DBT, etc. Experience in an integrative primary care setting is a plus.

The Utah Pride Center (UPC) is a proudly queer, anti-racist, affirmative action employer. Our commitment is to provide and sustain a diverse work environment that reflects the community we serve. All employment decisions at UPC are based on professional needs, job requirements, and individual qualifications, without regard to race, color, religion or belief, national, social or ethnic origin, sex (including pregnancy), age, physical, mental or sensory disability, HIV status, sexual orientation, gender identity and expression, marital, civil union or domestic partnership status, past or present military service, family medical history or genetic information, family or parental status, or any other status protected by the laws or regulations of Utah. Candidates for employment at the Utah Pride Center should be aware that this is a unique work environment in which topics of sexuality, sexual orientation, and gender identity are an integral part of our day-to-day community interactions. Individuals who are uncomfortable with such topics, discussions, and the occasional related graphic representations may choose not to work at UPC. LGBTQIA+ identified persons, Black, Indigenous, and other people of color (BIPOC), and individuals from other historically underrepresented communities are strongly encouraged to apply. To learn more about our lifesaving programs and services visit our website at utahpridecenter.org

Application Instructions:

Email resume and cover letter in a PDF file format stating why you want to work at the Utah Pride Center and why you would be the best fit for this position to hr@utahpridecenter.org. In the subject line please put "Primary Therapist – [YOUR NAME]".

Applications that do not follow the above will not be considered. No phone calls, please.

Applications accepted until all Primary Therapist positions are filled.

