

Mental Health Rehabilitation Specialist

Alpine Special Treatment Center, Inc. (ASTCI) is currently seeking a dynamic, detail oriented, Mental Health Rehabilitation Specialist to work closely with our clients and staff members in a team-based environment. The position is fast-paced, team oriented and provides the opportunity for clinicians to gain experience in the treatment of clients struggling with severe and persistent mental illness while also gaining skills in leadership, compliance, and therapeutic interventions.

Mission:

Our mission is to provide an environment where adults with mental illness and co-occurring disorders transition from acute crisis to stabilization. Clients' safety and well-being is maintained while encouraging and promoting individuals' highest level of independence through an integrated, individualized and comprehensive therapeutic program. Our goal is to provide a welcoming environment and goal-oriented program that gives the mentally disabled and dually diagnosed individual the tools necessary to transition back into the community while maintaining a more independent lifestyle.

Facility Information:

ASTCI is a secure, 125-bed mental health rehabilitation facility located 28 miles east of downtown San Diego. ASTCI has been providing services to the County of San Diego for 40 years. Our facility is CARF accredited, and recognized for excellence in providing treatment to clients, most of whom are conserved due to severe disability. ASTCI is open 365 days a year, 24 hours a day.

Competitive benefits package includes:

- **Company-paid Medical, Dental, Vision, Life/AD&D, and Long-Term Disability insurance within 90 days**
- **Paid Time Off (PTO)**
- **401(k) retirement program**
- **Holiday Premium Pay**
- **Comprehensive training to include crisis de-escalation certification (provided by the facility within first 90 days of employment).**

Salary:

Competitive hourly rates, starting at \$23.00 per hour. Rate will be determined, and commensurate with qualifications, and experience in the Activities Coordinator role, with an excellent benefit package, including health and dental plans, 401(k) plan with employer match, flexible spending accounts, paid leave, and much more.

Work Schedule(s):

Full-Time (40 hrs. per week)

Working Days: As an inpatient facility operating 24/7/365, schedule(s) may vary dependent upon department needs and client care.

We are currently hiring for the PM Shift (3:00p - 11:30p)

Duties

The Mental Health Rehabilitation Specialist has overall responsibility for organizing, implementing, and providing daily services to clients as ASTCI. This is a direct-care position, working closely with clients in a team-based environment, to provide daily care to clients residing in the facility. He/she may work with a caseload of clients from admission to discharge, following through on all aspects of the client's residential care on a daily basis to ensure that the treatment plans designed by the Clinical Specialist are being implemented by team members on the units.

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The Mental Health Rehabilitation Specialist is responsible for ensuring client care is priority on a daily basis. The Mental Health Rehabilitation Specialist is proficient in crisis de-escalation skills, is attuned to mental health clients and possesses strong interpersonal skills to lead a team of other program staff members, as well as interact with other departments. The Mental Health Rehabilitation Specialist is responsible for directing, coaching and mentoring their assigned core group of staff. This position is responsible to follow through with tasks, implement interventions outlined by clinical staff and Program Director and provide oversight and mentoring to staff to ensure that duties have been completed appropriately and efficiently on a shift by shift basis.

The Mental Health Rehabilitation Specialist will be proficient in all competencies required of the Psychosocial Rehabilitation Specialist positions, however, is expected to perform at superior level specifically related to crisis intervention and providing guidance for staff in their interactions with difficult to work with clients.

The Mental Health Rehabilitation Specialist ensures compliance with department protocols, policies, guidelines, and facility standards, and assists with the coordination of daily operations, activities, and personnel of the department.

Key Requirements

- Must pass pre-employment physical examination
- Must be proficient in written and spoken English
- Designated Pre-Employment Drug Testing required
- Able to successfully pass a criminal background Investigation (DOJ/FBI)
- Verification of educational credentials through a certified transcript.

Qualifications

Education: M.A. or M.S. in Psychology, Social Work, Marriage and Family Therapy, Counseling, or related field (or graduating within 3 months). Up to two years of graduate professional education may be substituted for the experience requirement on a year-to-year basis.

Experience: Minimum of (6) months to one (1) year of experience as a Mental Health Rehabilitation Specialist or Clinical Specialist or other mental health worker experience that has provided the knowledge, skills and abilities necessary to perform satisfactorily the duties of the position may be considered. Two (2) years of experience in Mental Health highly preferred.

Special Qualifications:

- Current CPR/BLS certification (required)
- Bilingual (Preferred)
- One (1) to (2) years of increasingly responsible mental health experience including some lead supervisory experience. (Preferred)
- Experience in long term / acute care (Preferred).
- CPI Certification (provided by the facility within first 90 days of employment). Interest in Crisis Intervention Training Certification and ongoing education preferred (CPI facilitator certification)
- Training or experience with electronic medical records (e.g. Cerner) preferred.
- All designated personnel will be required to obtain and provide a National Provider Number (NPI number) to Human Resources for reporting purposes.

Knowledge of:

- Knowledge of policies and procedures, Mental Health training/mentoring, oversight of staff duties, documentation, care planning, and crisis intervention and leadership is necessary.

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- Knowledge of treatment procedures such as interventions common to acute psychotic as well as to non-violent crises intervention practice.
- Knowledge of abnormal psychology as typically found in the adult psychiatric population.
- Working knowledge of psychopharmacology and the use of psychotropic medications within our facility and client population. Must be able to discuss with other staff/ clients the risks and benefits of medications prescribed

Ability to:

- Coach and mentor support staff in a productive and positive manner.
- Communicate effectively both verbally and in writing to provide instruction and educational information to individuals and groups.
- Establish and maintain effective working relationships with other ASTCI Department employees, representatives of other agencies and organizations, and members of the community.
- Ability to exercise self-control and professional approach when dealing with situations such as being verbally or physically confronted in a threatening or aggressive manner by clients.
- Ability to independently seek out resources and work collaboratively with various levels of staff.
- Ability to use sensory and cognitive functions to process and prioritize information, support, and follow-up.
- Ability to proficiently record activities, document assessments, plan of care, interventions, evaluation and re-evaluation of client status.
- Ability to remain focused, organized, and exhibit excellent problems solving and time management skills.

Skills:

- Skill in using computers and learn new software programs.
- Skill in utilizing an empathetic approach with clients and their families.

WORKING CONDITIONS AND PHYSICAL REQUIREMENTS

EQUIPMENT USED:

Standard office equipment including, but not limited to, personal computer and associated hardware and software, telephone, copier, calculator, and fax. Utilizes and ensures adherence facility policy and procedure with federal and state guidelines with respect to equipment and materials.

Environment: Work is primarily conducted indoors with occasional travel to other locations or outside agencies to provide program services or attend meetings. Incumbent experiences routine exposures and hazards of a typical office environment and the frequent noise associated with an inpatient mental health facility. There will be frequent interaction with persons who are mentally ill, disabled, elderly and emotionally upset. May be exposed to visible or reasonable anticipated blood or other bodily fluids contamination. May clean up human waste and other bodily fluids as necessary.

Physical: Primary functions require sufficient physical ability and mobility to walk, stand, and sit for prolonged periods of time; to occasionally stoop, bend, kneel, crouch, crawl, climb, reach, twist, grasp, and make repetitive hand movement in the performance of daily duties; to lift (up to 50 pounds occasionally), carry, push, and/or pull light to moderate amounts of weight; to operate assigned equipment and vehicles; and to verbally communicate to exchange information.

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Vision: See in the normal visual range with or without correction.

Hearing: Hear in the normal audio range with or without correction.

DRUG-FREE WORKPLACE: Our organization is a drug-free workplace that provides employment opportunities in compliance with all pertinent federal, state, and local laws and values that promote employee participation in the delivery of quality services to and on behalf of the community. Accordingly, the Department celebrates diversity in the workforce.

DIVERSITY STATEMENT: Diversity is a core value and foundational concept at within our organization. Catalyzing the power of diversity enriches all of us by exposing us to a range of ways to understand and engage with the work, identify challenges, and to discover, define and deliver solutions. Our organization prepares all staff members to work in an increasingly diverse and global society by promoting equity for all individuals regardless of age, race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender identity, gender expression, sexual orientation, military or veteran status, or any other status protected by federal, state, or local laws. Our organization is committed to fostering a diverse and inclusive environment and seeks candidates committed to working with a diverse workforce and client population.

Job Type: Full-time

Pay: \$23.00 - \$26.00 per hour