

Job Description

Process Level 26 - Palomar Medical Center
Department 7085 - Forensic Health Services
Cost Center 267085

Job Level Staff - Non-Union
Job Code 5957 - Trauma Therapist
Position Code 2670855957 - Trauma Therapist

Evaluation Area: Introduction

All positions at Palomar Health support the mission of the organization to heal, comfort and promote health in the communities we serve.

Every day, we, the employees, volunteers and members of the medical staffs of Palomar Health, are unified by a common mission, vision and values. Our mission is to heal, comfort and promote health in the communities we serve. We want to be the health system of choice for patients, physicians, and employees, recognized nationally for the highest quality of clinical care and access to comprehensive services. We passionately give and support heartfelt care that encourages patient comfort and safety. Each of us takes pride in teamwork, self-discipline, our skills and trustworthiness. We are each accountable for providing the safest, most effective and innovative care.

Evaluation Area: Job Summary and Job Requirements

Job Summary

This is a 100% grant funded or externally funded position, for the duration as funding allows, and may be altered or eliminated contingent on program or alternative funding sources.

Under the general supervision of the Department Manager and direct supervision of department Supervisor, the Trauma Therapist is responsible for maintaining a client caseload, providing short-term, evidence-based, trauma-focused individual, group, continuation, or family therapy through the developmental lifespan for assigned program for clients that have experienced a traumatic event (such as but not limited to sexual abuse, physical abuse, or exposure to domestic violence). Responsibilities include, but are not limited to the following: provide trauma-informed assessment, psychotherapy utilizing evidence-based practices, comprehensive intake and ongoing assessments, provide direct services and intervention, and utilize trauma focused evidence based treatment modalities for treatment planning to maximize healing and symptom management (i.e CFTSI, TF-CPT, TF-CBT, EMDR).

Provide education and training, coordination, case management, and referrals to client/ families, collaborating with other agencies and professionals to ensure comprehensive management of care; advocate for client/family needs and facilitate communication within the Multidisciplinary Team, as needed. The trauma therapist participates on the multidisciplinary team (MDT), which may include members of Law Enforcement, Child Welfare Services, and the District Attorney's Office, among others and as part of the clinical treatment planning team. Document all evaluations, treatment plans, and treatment sessions in a complete and timely manner, consistent with specific department policies and/or regulatory, grant, or contractual requirements. All trauma therapists assigned to serve children and families shall abide by National Children's Alliance accreditation standards and may participate in continuation programs (i.e. Camp Hope and Pathways).

Knowledge of mandated child, adult/dependent adult abuse reporting guidelines. Must follow BBS practice guidelines and will attend weekly clinical supervision and didactic trainings, if applicable. Attends all treatment team, partner meetings, cross department meetings, and trainings. Follows all department policies and procedures to direct clinical practice, demonstrates professional behavior and effective communication with staff, community members, partners and agencies. Variable hours may be required based on program requirement and client needs and services will be provided in person, tele-health, or in the field as determined by program requirements. Responsible for safeguarding the welfare of clients, and visitors. Utilizes knowledge of the mental health, medical, and community resources in San Diego and maintains familiarity with new programs.

Excellent interpersonal and communication skills to work effectively with victims and their families, as well as with team members and members of community groups. Ability to work independently and in a group as part of a team. Maintains appropriate verbal, personal space and relational boundaries with clients. Participates as a team member of the clinical interdisciplinary team to ensure appropriate care. All Licensed Trauma Therapists if applicable in accordance with BBS guidelines, may provide clinical supervision to licensed eligible or clinical interns which may include but not limited to BBS forms, review and approving clinical intern or license eligible clinician treatment notes.

Speaks and reads English at a level that is sufficient to satisfactorily perform the essential functions of the position. Knowledge of standard office equipment (i.e., calculator, fax, photocopier) and personal computer and computer software skills (i.e., MS Windows, Excel, Access,

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Word, PowerPoint, internet, e-mail). Windows computer skills including proficient use of keyboarding, use of mouse or keys for functions such as selecting items, use of drop down menus, scroll bars, opening folders, copying and similar operations required upon employment or within the 1st two weeks of employment to perform the essential functions of the job. Performs other duties as assigned. Follows Palomar Health rules, policies, procedures, applicable laws and standards. Carries out the mission, vision, and quality commitment of Palomar Health.

Job Requirements

- Minimum Education:** Master's degree in counseling, social work, psychology or related field
- Preferred Education:** Ongoing professional development and continuing education through classes, workshops, conferences and webinars with ability to provide clinical supervision in accordance with BBS supervisor requirements.
- Minimum Experience:** 1 - 2 years related
- Preferred Experience:** 33 - 5 years in social work, Willingness to work with families in crisis, Knowledge of child development, child sexual abuse, physical abuse and neglect, Understanding of trauma dynamics, Knowledge of mental health processes; TF-CBT, BPT, CBT, EMDR, STAIR, Motivational Interviewing; Bilingual - Spanish
- Required Certification:** American Heart Association recognized BLS - Healthcare Provider within 30 days of hire
CFTSI Training (Child and Family Traumatic Stress Intervention) within 1 year of hire
Danger Assessment within 90 days of hire
Verification of live scan filed with state licensing board (if applicable) must be submitted to HR OR new live scan must be completed within 14 days of hire prior to providing direct service
- Preferred Certification:** Not Applicable
- Required License:** Valid Driver's License
Licensure in Clinical Psychology, Licensed Clinical Social Work (LCSW), or Marriage and Family Therapy (LMFT)
- Preferred License:** Not Applicable

Evaluation Area: Physical and Mental Requirements

Mental Demands

Work With Many Priorities	Constantly (more than 75% of time on job)
Performs Mathematical Calculations	Occasionally (up to 33% of time on job)
Work Under Pressure	Constantly (more than 75% of time on job)
Ability to Reason and Analyze	Constantly (more than 75% of time on job)
Frequent Interruptions	Constantly (more than 75% of time on job)

Personal Protective Equipment Required

Mask	Never
Footwear	Never
Eye Protection	Never
Hard Hat	Never
Body Protection	Never
Hearing Protection	Never

Physical Demands

Operation of Motor Vehicle	Yes
Crawling	Never
Finger movement - Repetitive	Frequently (34-75% of time on job)
Repetitive Twisting or Pressure Involving Wrists or Hands	Frequently (34-75% of time on job)
Both Hands Required	Occasionally (up to 33% of time on job)
Both Legs Required	Frequently (34-75% of time on job)
Hearing - Conversation	Constantly (more than 75% of time on job)
Stooping, Squatting	Occasionally (up to 33% of time on job)
Operation of Other	No
Rapid, Simultaneous Mental and Muscular Coordination Required	Occasionally (up to 33% of time on job)

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Kneeling	Occasionally (up to 33% of time on job)
Balancing	Occasionally (up to 33% of time on job)
Climbing - Use of Legs, Arms, Ladders	Never
Climbing Stairs	Occasionally (up to 33% of time on job)
Reaching - Below Shoulder Height	Frequently (34-75% of time on job)
Reaching - Above Shoulder Height	Frequently (34-75% of time on job)
Pulling - Estimated Weight	50# - Occasionally - Up to 33% of time on job
Pushing - Estimated Weight	35# - Occasionally - Up to 33% of time on job
Carrying - Estimated Weight	25# - Occasionally - Up to 33% of time on job
Lifting - Max 50 lbs	Occasionally (up to 33% of time on job)
Lifting - Max 35 lbs	Occasionally (up to 33% of time on job)
Lifting - Max 25 lbs	Occasionally (up to 33% of time on job)
Walking	Frequently (34-75% of time on job)
Standing	Frequently (34-75% of time on job)
Repeated Bending from the Waist	Occasionally (up to 33% of time on job)
Sitting	Frequently (34-75% of time on job)
Visual Requirements	
Specific Visual Requirements	Both near and far
Depth Perception	Yes
Color Vision: Distinguish Basic Shades	No
Working Conditions	
Vibration	Never
Lasers (class 1-4)	Never
Fumes - Irritant	Occasionally (up to 33% of time on job)
Fumes - Toxic	Occasionally (up to 33% of time on job)
Chemicals	Never
Grease and Oils	Never
Infectious Exposures	Occasionally (up to 33% of time on job)
Working with Machinery with Moving Parts	Never
Working with Hands in Water	Never
Working Alone	Occasionally (up to 33% of time on job)
Working Rotating Shifts	Occasionally (up to 33% of time on job)
Dust (more than nuisance)	Occasionally (up to 33% of time on job)
Lead	Never
Biohazards	Occasionally (up to 33% of time on job)
Antineoplastic Drugs	Never
Radiation	Never
Noise Over 80 Decibels	Occasionally (up to 33% of time on job)
Heights	Never
Confined Spaces	Occasionally (up to 33% of time on job)
Wet, Humid Conditions	Never
Extreme Heat (non-weather)	Never
Extreme Cold (non-weather)	Never
Outdoor Weather Conditions	Occasionally (up to 33% of time on job)
Gases	Never

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Evaluation Area: Organizational Expectations

Customer/Patient Focus

Creates an ideal Customer/Patient experience by assessing and responding to patient safety, quality and service needs.

1. Meets the needs and expectations of patients and customers
2. Acts with patients and customers in mind
3. Personally models patient safety and customer service as a priority
4. Recognizes the diversity and value of each individual

Quality performance is achieved by consistently demonstrating the following:

- Demonstrates organizational greeting when on the telephone or in the hallway
- Observed using SMILE (Share yourself, Make it clear, Inform on timing, Listen with care, End with kindness) skills
- Responds to individual Customer/Patient's needs within established time frames
- Provides culturally safe and linguistically appropriate services
- Invites and responds appropriately to Customer/Patient feedback
- Contacts external and internal Customer/Patients to gather information on their needs and level of satisfaction with safety and privacy in mind
- Observed giving way-finding directions to Customer/Patients
- Dresses appropriate to role and function with badge appropriately displayed

Learning

Continuously improves knowledge, skills, and performance to achieve excellence in patient safety, quality and service.

1. Is aware of self and impact on others
2. Seeks performance feedback
3. Seeks opportunity for learning
4. Takes ownership for self-development

Quality performance can be achieved by the following:

- Identifies knowledge gaps and finds ways to fill them through formal and informal learning opportunities
- Contributes ideas to his or her own development plan
- Finds learning opportunities in daily work activities to create "teaching moments"
- Seeks outside professional development activities to continually improve skills for self and others
- Models continuous learning through reading, inquiry, benchmarking, best practices
- Embraces new concepts
- Participates in internal and external activities (e.g. seminars, workshops, courses, subscriptions, memberships, etc.) that expand knowledge and learning potential
- Seeks input on ways to improve

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Results

Achieve a standard of excellence in quality, service, safety, and financial performance.

1. Achieves optimal patient safety, quality and service outcomes
2. Pushes self and others for a standard of excellence in patient safety, quality and service
3. Aligns own performance with organizational priorities

Quality performance can be achieved by the following:

- Accepts responsibility to achieve high quality results
- Tenaciously sticks with projects until the goal is reached
- Applies appropriate urgency, priority, and follow up to achieve goals
- Aligns the organization's functional growth and team goals into individual goals
- Takes action to ensure own performance is aligned to organizational goals
- Strives for results while maintaining quality, values, and integrity

Teamwork

Promotes team effectiveness by fostering collaboration, communication, and cooperation.

1. Shares information, knowledge, and resources
2. Cooperates with others
3. Collaborates with others
4. Expresses positive attitude

Quality performance can be achieved by the following:

- Contributes ideas to the team
- Supports other team members
- Effectively communicates knowledge and experiences with team members by being direct and explicit
- Demonstrates a positive attitude
- Accomplishes team tasks on time
- Takes issues directly to the source when appropriate
- Addresses disagreements directly in a respectful manner away from customers/patients and those not involved
- Demonstrates value and respect for a variety of backgrounds and perspectives

Evaluation Area: Job Responsibilities

2670855957-Clinical Skills

Performs job duties within scope of practice in clinical areas, adhering to Palomar Health policies, state and federal guidelines and standards of care as directed. Maintains a neat and orderly work environment. Functions as an active member of the multi-disciplinary health care team. Demonstrates the ability to perform the basic skills and competencies that are needed for the Forensic Health Services setting and specific to the interpersonal and cultural needs of the adult population. Willingness to work with families in crisis, Knowledge of child development, child sexual abuse, physical abuse and neglect, Understanding of trauma dynamics, Knowledge of mental health processes, Knowledge of community resources, Organizational skills to manage workload and related responsibilities., Good computer skills, Excellent interpersonal and communication skills to work effectively with families, and team members and members of community groups., Ability to work independently

2670855957-Communication, Collaboration and Teamwork

Demonstrates effective verbal and written communication skills by answering telephones and patient calls in a timely and professional manner, taking accurate messages, routing calls appropriately, following through and providing accurate information to the caller. Promotes a caring, customer-focused environment. Consistently demonstrates positive interpersonal relations with internal and external customers. Develops and maintains positive work-related relationships, promoting cooperation and team work. Keeps other staff informed throughout the shift to facilitate smooth operations.

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2670855957-Documentation

Clinical documentation is comprehensive, accurate, objective, descriptive, legible, timely and in accordance with Palomar Health and regulatory requirements.

2670855957-Flexibility

Demonstrates positive outlook and responds to changes in the work area / health system operational need such as fluctuation in census by willingly changing assignments within the shift, changing shifts / schedules, and floating.

2670855957-Judgment

Under the direction of Department Director, follows instruction and patient plan of care, asks questions and seeks guidance as appropriate to ensure quality care. Follows established hospital, department, unit policies and procedures. Demonstrates competency regarding patient rights and confidentiality. Is aware of PI projects specific to the department and provides suggestions, input and participation in PI projects. Accepts organizational and departmental changes in a positive manner.

2670855957-Time Management

Utilizes time productively; begins assignment promptly at the start of shift, prioritizes effectively, completes assignments within the shift, documents appropriately and assists others with their assignments.