

**DBT Works
Psychiatric Day Program
Clinical Associate Position Announcement**

DBT Works is hiring! We're an all Dialectical Behavior Therapy (DBT), all-the-time program in Concord, MA working to make treatment more accessible in our community.

About the Role:

- Hours: Monday-Friday, 8:30am-4:30pm
- Competitive pay and benefits
- Co-lead DBT groups and classes for adolescents and young adults in a psychiatric day program.
- Provide in-person DBT skills coaching and supplemental interventions (e.g., one-on-one skills tutoring or exposure coaching) during program hours.
- Collaborate with clinicians, prescribers, and other members of the team to coordinate care, communicate proactively with team members.
- Seek supervision when needed to ensure high quality care.
- Complete clinical documentation in the program's medical record in a timely manner consistent with state and The Joint Commission requirements.
- Contribute to an environment where staff want to work and clients want to receive treatment.
- Contribute to program development (i.e., implementing new procedures and systems) to improve patient care and team functioning.
- Weekly clinical supervision
- Availability for at least 1 year

Qualifications:

- Bachelor's degree in psychology or a related field, or equivalent education and experience (e.g., Associate's degree with two years relevant experience or high school diploma with four years relevant work experience)
- Strong interest in learning dialectical behavior therapy skills and techniques. Selected candidates will receive high quality training and supervision in DBT and will have the opportunity to participate in DBT consultation team when scheduling and staffing allow.

About Us:

- Passionate & collaborative team of intensively trained DBT therapists
- Strong commitment to anti-racism, including: supervision and consultation with supervisors from diverse backgrounds, opportunities to work on treatment adaptations for different populations, & efforts to recruit and retain staff from diverse backgrounds
- Committed to making treatment financially accessible:
 - Participating directly with insurance as an out-of-network provider
 - In progress on being in-network with major insurance carriers
 - Planned sliding scale
- Competitive pay & benefits
- Opportunities to participate in training, program evaluation, and research

What we offer:

- Comprehensive DBT Psychiatric Day Program (ages 15-25)
- Comprehensive DBT Outpatient Program for adolescents
- Comprehensive DBT Outpatient Program for young adults (ages 14-25)

Our Ideal Candidate:

- Exhibits passion and excitement at work. Enjoys working with clients with complex problems, including suicidality and interpersonal difficulties.
- Manages their own emotions in challenging situations. Stays effective when the going gets tough and displays exceptional communication skills.
- Receives feedback and supervision non-defensively and is willing to learn.
- Demonstrates cognitive and interpersonal flexibility.
- Works to assess and increase competencies in antiracism, including by using antiracism consultation services and participating in trainings/didactics available through the program.
- Values making treatment accessible to all in the community and has a sense of social responsibility.
- Maintains high ethical standards and does what is right, not just what is expedient. Speaks plainly and truthfully. Discusses difficult topics directly with those involved.
- Listens actively and seeks to understand other's views.
- Is a team player. Covers for others when needed, is supportive of colleagues.

Competencies:

- Upholds DBT principles and strategies, consultation agreements, and staff and client assumptions in interactions with clients and the team. Examples of key DBT principles include nonjudgment, empathy, and compassion. For more information, see <https://behavioraltech.org/dialectical-behavior-therapy-dbt/>
- Ability to communicate effectively with all team members and clients.
- Seeks out feedback and supervision from direct supervisor and team and demonstrates a willingness to incorporate feedback into their work.
- Displays an ability to collaborate with the treatment team and implement treatment plans.
- Maintains appropriate boundaries in the milieu and psychoeducation sessions and understands when sharing personal details is therapeutically warranted.

Interested candidates should send a resume and cover letter to Amy Battey, Director of Operations at abattey@dbtworks.com.

For more information, visit our website www.dbtworks.com.