



**POSITION: Mental Health Therapist**

**REPORTS TO: Clinical Services Manager**

**ABOUT YOUTH HAVEN:**

Youth Haven’s mission is to provide home, hope, and healing to abused and neglected children in Southwest Florida. For over 50 years, Youth Haven has provided a therapeutic sanctuary where children and teens can heal from trauma and build brighter futures.

Our dedicated staff are committed to ensuring the children in our care do not become statistics. Through innovative programming and strong community support, Youth Haven continues to grow as one of Florida’s premier congregate care facilities. This is an exciting time to join a compassionate, mission-driven team making a lasting impact in the lives of foster youth.

**PURPOSE:**

The Mental Health Therapist provides comprehensive, trauma-informed therapeutic services to children and adolescents in foster care (ages 6–17) and homeless youth (ages 16–20). This role delivers individual, group, and family therapy while fostering a safe, healing, and supportive campus environment. Guided by Youth Haven’s core values, this role promotes the creation of nurturing, compassionate relationships that promote healing, emotional safety, and resilience, while maintaining compliance with Department of Children and Families (DCF), Children’s Network of Southwest Florida (CNSWFL), and Council on Accreditation (COA). The Mental Health Therapist must act with integrity, maintaining honesty, professionalism, and strict confidentiality in all clinical and organizational practices. Responsibility to our community is demonstrated through collaboration with internal teams and external partners to ensure comprehensive, coordinated care for every youth served. Through a focus on excellence, the Mental Health Therapist delivers high-quality, evidence-based clinical services and adheres to the highest professional, ethical, and regulatory standards.

**EMPLOYMENT CATEGORY:** This position is considered EXEMPT under the Fair labor Standards Act (FLSA) 29 CFR 778.415-778.421. Exempt employees are not entitled to overtime pay under the specific provisions of this law.

**FUNCTIONAL RESPONSIBILITIES:**

- Provide individual, group, and family therapy aligned with trauma-informed and client-centered care principles.
- Monitor client progress towards treatment goals and provide outside referrals during admission and discharge.



- Conduct comprehensive psychosocial and functional assessments.
- Complete suicide risk assessments, safety planning, and Baker Act interventions, as needed.
- Develop, implement, and monitor individualized treatment plans in collaboration with clients, guardians, GALs, and the interdisciplinary treatment team.
- Utilize evidence-based therapeutic interventions and demonstrate commitment to clinical excellence.
- Promote a nurturing, safe, and healing environment that reflects compassion and respect for all youth.
- Demonstrate cultural humility and sensitivity to diversity in all aspects of care.
- Uphold the dignity, worth, and rights of every client.
- Actively participate in interdisciplinary treatment team meetings and contribute to coordinated care planning.
- Collaborate with residential staff, education teams, and community providers to ensure continuity of care.
- Build and maintain strong partnerships with external agencies to support youth access to services.
- Provide consultation and guidance to staff and student interns, as appropriate.
- Advocate for youth needs both internally and within the broader community.
- Maintain accurate, timely, and thorough documentation in the electronic medical record, including assessments, treatment plans, progress notes, and referrals.
- Ensure all documentation meets agency, regulatory, and accreditation standards.
- Participate in audits, Performance Quality Improvement (PQI) initiatives, and continuous improvement efforts.
- Communicate trends, risks, and service gaps to leadership to support program excellence.
- Actively engage with youth throughout the campus, building rapport and identifying emerging needs.
- Participate in organizational events and initiatives that support and advocate for youth.
- Attend required trainings, in-service sessions, and committee meetings.
- Manage workload effectively, demonstrating flexibility and responsiveness to program needs.
- Perform other duties as assigned by the supervisor.

### **EMPLOYMENT STANDARDS:**

- A Master's degree or higher in the Behavioral Health Professions (MS/MSW/MA/PhD)
- Active Florida licensure to practice at the independent practice level (LCSW, LMFT, LMHC, Psychologist) in Florida
- Must be able to pass a Level II background check for employment and drug screening



- Minimum 2 years + of clinical experience with youth
- Bi-lingual - Spanish or Creole a plus
- Evening, Weekend availability
- NPI a plus
- Demonstrated commitment to Youth Haven's mission and core values.

**EQUAL EMPLOYMENT OPPORTUNITY:**

Youth Haven is a drug-free, equal opportunity employer and does not discriminate on the basis of race, color, sex, age, creed, national origin, disability, marital status, veteran status, or religion. Local and federal background checks, drug screening, and a valid driver's license with a clean driving record are required.

**EMPLOYEE'S NAME:** \_\_\_\_\_

**EMPLOYEE'S SIGNATURE:** \_\_\_\_\_ **DATE:** \_\_\_\_\_