

Discovery Horse – Mental Health Practitioner

WHO ARE WE?

Discovery Horse is a behavioral health and mental wellness agency situated on a 15-acre therapeutic farm in Fort Ripley, Minnesota. The staff at Discovery Horse offers NeuroRelational Coaching™ in a multidisciplinary approach in working with children and families in crisis. At Discovery Horse, we model operating an organization based on healthy relating principles from the bottom-up – we encourage the personal work that provides a solid foundation to providing services in a healthy, authentic way – without self-sacrifice and the resulting burn out that is so common in our fields.

OUR MISSION:

Our mission is to create an environment where anyone can come to new understandings about themselves, practice new ways of being, and carry the value of connection and their own wisdom forward into their everyday lives. We value safety, authenticity, collaboration, and trust as means toward intentional relationship building. We have a vision where we believe in a world where every being feels belonging, feels security, and feels a strong sense of self - so that no matter what is going on around them, each can hear their own wisdom.

WHO ARE YOU?

Connected, passionate and motivated. Driven, with an entrepreneurial spirit. Resourceful, innovative, forward thinking and committed. At Discovery Horse, LLC, our people embrace these qualities, so if this sounds like you then please read on!

WHAT THIS ROLE WILL DO

The Mental Health Practitioner is an integral part of the Discovery Horse team. A Mental Health Practitioner possesses knowledge and experience in the field of social and human services and is committed to the practice of self-awareness and personal accountability in all relationships. Discovery Horse, LLC's Mental Health Practitioners work with children, families, and groups in crisis. Our Mental Health Practitioners work with children and families in home and in the community developing real relationships and affecting real change in the family unit. At Discovery Horse, LLC, we are committed to creating a work environment where all employees are trained in and apply the principles of secure attachment in all relationships.

General Responsibilities:

- Practices and maintains principles of secure attachment in all relationships.
- Practices self-awareness and openness to feedback, seeking opportunities to learn.



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- This position requires the aptitude and appetite for learning.

Client Care Responsibilities:

- Believes that the relationship is the intervention from which all else grows.
- Belief in and commitment to concept that the practitioners nervous system state and relationship are the primary intervention
- Develops a safe and secure relationship with the child and their caregivers providing consistency, accountability, and a willingness to be accountable for oneself.
- Works primarily with children and their families developing real relationships and affecting real change within the family unit.
 - Provide guidance on a range of developmental goals from self-regulation to effective communication.
 - Provide assistance and support to clients using concepts and principles based in the neurorelational sciences.
 - Skill development and lifestyle support.
- Responsible to build trusted and connected relationships with assigned client care team
 - Provide support to children through the development of the relationship with the family system and the individuals within it.
 - Practices self-regulation in a multitude of environments under stress.
 - Promotes consistency and predictability in direct service delivery.
 - Responsible for proactive communication with client and family.
 - Modeling healthy behaviors and prioritizing nervous system regulation before skill development is introduced.
- Responsible for transportation and support in the community.
 - Provides transportation for outings/ field trips, medical appointments, and other supportive services that fall into the service plan.
 - Must possess and maintain a safe driving record.
- Responsible for managing personal burnout and educating and supporting others in doing the same. Proactively works to prevent burnout and asks for help and support.
- Actively recruits clients to Discovery Horse, LLC for individual and group services. Offers education and referrals to prospective clients.
- Evenings and weekend day(s) are part of the schedule.

Administrative Responsibilities:

- Responsible for billing a minimum required hours per week of direct services through varying of appointment settings, including but not limited to; in-home services, group services and community services, etc.
- Responsible for managing client spending budgets.
 - Completes thorough and timely expense reports.
- Manages and engages in collaborative teams across the Discovery Horse, LLC organization.



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- Responsible for internal case management, documentation, and client notes. Completes documentation in a timely manner.
- Maintains compliance with state and federal laws governing the work of Discovery Horse, including but not limited to HIPAA compliance and state waiver programs. Regularly attends related compliance trainings as required.
- Willingness to learn and grow as a practitioner to include a commitment to ongoing personal growth and self-awareness.
- Must be able to use various software and technology for interacting / communicating with clients, client documentation and billing.

SAFETY SENSITIVE POSITION

This position is deemed as a “Safety Sensitive Position.” Company employees occupying a position considered “Safety Sensitive” under Minnesota law, in which, in the opinion of management, impairment caused by drug, cannabis, or alcohol usage would threaten the health or safety of any other person may be subject to testing on a random selection basis, at the discretion of management or based on the requirements of a client.

PREFERRED QUALIFICATIONS

- Education: High School Diploma
- Previous work experience of at least 2 years: Experience working in human services, social work or other community mental health agencies.
- Competencies:
 - o Manages Complexity, Decision Quality, Global Perspective, Resourcefulness, Ensures Accountability, Collaborates, Interpersonal Savvy, Communicates Effectively, Courage, Instills Trust, Demonstrates Self-Awareness, Nimble Learning, Manages Ambiguity
- Position requires constant walking, climbing stairs, lifting and carrying 50+ lbs. and occasional sitting.

EQUAL EMPLOYMENT OPPORTUNITY

We are passionate and committed to our people and go beyond the rhetoric of diversity and inclusion. You will be working in an inclusive environment and be encouraged to bring your whole self to work. We will do all that we can to help you successfully balance your work and homelife. As a growing business we will encourage you to develop your professional and personal aspirations, enjoy new experiences, and learn from the talented people you will be



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working with. It's talent that matters to us and we encourage applications from people irrespective of their gender, race, sexual orientation, religion, age, disability status or caring responsibilities.

Discovery Horse, LLC strongly supports equal employment opportunity for all applicants regardless of age (40 and over), ancestry, color, religious creed (including religious dress and grooming practices), family and medical care leave or the denial of family and medical care leave, mental or physical disability (including HIV and AIDS), marital status, domestic partner status, medical condition (including cancer and genetic characteristics), genetic information, military and veteran status, political affiliation, national origin (including language use restrictions), citizenship, race, sex (including pregnancy, childbirth, breastfeeding and medical conditions related to pregnancy, childbirth or breastfeeding), gender, gender identity, and gender expression, sexual orientation, or any other basis protected by applicable federal, state or local law, rule, ordinance or regulation.

We also afford equal employment opportunities to qualified individuals with a disability. For this reason, Discovery Horse, LLC will make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant consistent with its legal obligations to do so, including reasonable accommodations related to pregnancy in accordance with applicable local, state and / or federal law. As part of its commitment to make reasonable accommodations, Discovery Horse, LLC also wishes to participate in a timely, good faith, interactive process with a disabled applicant to determine effective reasonable accommodations, if any, which can be made in response to a request for accommodations. Applicants are invited to identify reasonable accommodations that can be made to assist them to perform the essential functions of the position they seek. Any applicant who requires an accommodation in order to perform the essential functions of the job should contact Discovery Horse, LLC to request the opportunity to participate in a timely interactive process. Discovery Horse, LLC will also provide reasonable religious accommodations on a case-by-case basis.

