

Job Title: LCSW, Community Aging

Supervisor: Chief Program Officer

Job Status: Non-Exempt/Full Time

Job Hours: 35 hours per week

Location: Hybrid, 3-4 days on site with 1-2 days WFH, based on programming needs

Compensation: \$65K - \$70K, Annually

About Encore: Known widely as *Broadways longest running act of loving care*, Encore's mission is to improve the quality of life for older New Yorkers so they are not just surviving, but thriving. Through a robust array of programming, Encore takes a "no wrong door approach" to ensure Seniors are able to age in place comfortably for as long as possible. **Encore is recognized as one of the most respected and trusted nonprofit organizations providing services for older New Yorkers in New York's City.** Encore is on the cutting edge in the human service field and is a staunch advocate not only for older New Yorkers, but also for the essential human service employees who serve as the City's safety net. **Do not miss this chance to work for a mission-oriented organization, which centers employees as its number one resource.**

About Position: The successful Aging and Community Wellness Division is searching for an LCSW who is highly empathetic, patient and an older adult population expert. Our LCSW will conduct home visitations and assessments to assess and support homebound and/or frail older adults within our community who may have significant cognitive, physical or mental needs. The LCSW is responsible in counseling Older Adults helping them to gain access to various resources and helping Older Adults to confront issues that are negatively impact their way of living such as poverty, abuse, mental health, social isolation and food insecurity.

Benefits: This position is a full-time position with benefits that include medical insurance (with Employee contribution), Dental, Visions, generous paid time off (vacation, personal days, sick days and earned floating holidays), 403(b) with 5% Employer Match after a year of employment, Flexible Spending Account, Dependent Care and transit benefits.

Job Responsibilities:

- Ability to empathize with people and have a strong desire to assist vulnerable older adults;
- Strong working knowledge, of Trauma Informed Care, Critical Time intervention, Motivational Interviewing, Harm Reduction, Critical Time Intervention and other behavior modification models;
- Conduct bi monthly home visits, 6-month assessments, and universal assessments, for vulnerable, frail, homebound older adults;
- Collaborate with other non-profits and city agencies (including housing providers) in coordinating services, advocating for older adults and resources;
- Attend all required team meetings; participate in reflective supervision sessions;
- Assess the needs as well as develop appropriate response plans for their Older Adults;
- Refer Older Adults to community services or any health care professional;
- Coordinate responses on civic groups, governmental, religious and other organizations;
- Develop and nurture mutual relationship and confidence with Older Adults;
- Evaluate Older Adults' conditions to determine the level of care and assistance they may need;
- Retrieve Older Adults' personal and social health history in order to determine their conditions;
- Work together with Older Adults to come up with effective and realizable treatment techniques and develop client let comprehensive service plans;
- Understand the individuality of Older Adults and come up with specific treatments that meet their individual conditions;

- Attend courses and trainings organized for clinical social workers in order to learn new skills and techniques for better treatment of Older Adults;
- Keep clean records and documentation of Older Adults' information, conditions, treatments and progress;
- Ensure that Older Adults are aware of assistance advocate to help them acquire benefits;
- Provide behavioral health consultation, including the development of Mental Health and Health Education materials to the program staff, community and older adults
- Train other program personnel as necessary in treatment protocols, evidenced based practices, and treatment plan development when required;
- Conduct case conferences with various providers and Encore departments;
- Participate as a member/facilitate the multi-disciplinary team meeting, including primary care providers, program staff, community stakeholder, and administrative staff, and other key staff in weekly programmatic working meetings;
- Maintain confidentiality regarding privileged administrative and Older Adults information in a professional manner;
- Track and report quality improvement data against benchmarks;
- Monitor, track, and report on outcome measures;
- Other duties as required.

Qualifications

- Current Licensure in New York as a Clinical Psychologist or Licensed Clinical Social Worker (LCSW) with a minimum of 2 years of successful licensure and in good standing;
- Minimum of 2 years of experience;
- Bilingual Strongly preferred;
- Have advanced communication skills;
- Ability to evaluate conditions and to intervene in crises;
- Sensitivity and empathy for participants in the programs;
- Strong case management and coordination of care;
- Expert written, oral, and interpersonal communication skills;
- High level of competency working with Microsoft Office suite and cloud-based applications;
- Superb time-management and prioritization skills;
- Experience working both independently and, in a team-oriented and collaborative environment;
- Work well under supervision;
- Work well and take initiative in a fast paced and ever evolving environment.

How to apply: email Resume and Cover Letter to jobs@encorenyc.org. In the subject line, please indicate "**LCSW, Community Aging**" Due to the high volume of applicants, only qualified candidates will be contacted. No phone calls please.

All new hires must be vaccinated against the COVID-19 virus, unless they have been granted a reasonable accommodation for religion or disability. If you are offered employment, this requirement must be met by your date of hire, unless a reasonable accommodation for exemption is received and approved by Encore Community Services.

Due to the high volume of applicants, only qualified candidates will be contacted. No phone calls please. Encore Community Services is an equal opportunity employer and does not discriminate on the basis of race, color, gender, socio-economic status, marital status, national or ethnic origin, age, religion or creed, disability, or political or sexual orientation. Reasonable accommodations may be made to enable individuals with disabilities as defined by the ADA to perform the essential functions of the job.