LIFE MANAGEMENT CENTER, INC.
POSITION DESCRIPTION
Last Revised 10/27/2026

Incumbent's Name:		**Employment Status:**	Regular
Job Title:	Milieu Therapist	**Reports To:**	Unit Supervisor/RN
Classification:	Non-Exempt	**Supervises:**	N/A

Mission Statement:
It is the mission of Life Management Center to provide comprehensive, integrated care that promote the health and quality of our community members.

JOB SUMMARY:

The Milieu Therapist is a professional responsible for creating a safe, structured, and therapeutic environment for children in a behavioral health setting. The role focuses on fostering emotional growth, enhancing social skills, and promoting positive behaviors in alignment with individualized treatment plans. This position requires a high degree of professionalism, empathy, and expertise in therapeutic intervention techniques.

ESSENTIAL/CORE JOB-SPECIFIC DUTIES AND RESPONSIBILITIES

1. **Therapeutic Environment Management**
   - Design and maintain a structured, nurturing, and supportive therapeutic milieu.
   - Model appropriate professional behavior and communication to foster a culture of respect and safety.
   - Implement strategies to support emotional regulation, stress management, and conflict resolution.
2. **Direct Client Interaction**
   - Build rapport with children through consistent, respectful, and supportive interactions.
   - Facilitate group and individual therapeutic activities that align with treatment goals.
   - Monitor and document client progress, behaviors, and interactions.
3. **Collaboration**
   - Communicate effectively with families, guardians, and support systems to ensure continuity of care.
   - Attend and contribute to shift report.
4. **Crisis Intervention**
   - Respond to crises with professionalism, using de-escalation and therapeutic intervention techniques.
   - Uphold safety protocols and maintain composure under high-pressure situations.
   -

REQUIRED SKILLS AND COMPETENCIES

5. **Interpersonal and Communication Skills**
    - Ability to engage with children, families, and colleagues in a compassionate, professional manner.
    - Strong verbal and written communication skills for effective documentation and team collaboration.
6. **Therapeutic Expertise**
    - Knowledge of child development, trauma-informed care, and therapeutic intervention techniques.
    - Experience with behavior management strategies and positive reinforcement methods.
7. **Problem-Solving and Decision-Making**
    - Capacity to assess situations quickly and implement appropriate interventions.
    - Ability to remain calm, professional, and solution-focused during crises.
8. **Organizational and Professional Skills**
    - Strong time-management and multitasking abilities in a dynamic environment.
    - Consistent adherence to professional standards, boundaries, and ethical guidelines.

CLINICAL COMPETENCIES/PERFORMANCE

1. Demonstrates knowledge and skills to systematically obtain, analyze, and interpret relevant data and information to determine treatment recommendations and priorities.

2. Demonstrates knowledge about substance abuse, dependence, and other addictive behaviors and their treatment. Demonstrates ability to screen for psychoactive substance toxicity, intoxication, withdrawal symptoms, and co-existing mental health problems; and determine the client's readiness for treatment and change.

3. Demonstrates ability to screen for danger to self or others.
4. Demonstrates understanding of the range of treatment needed and knowledge of available treatment resources and their appropriate use in formulating with the client mutually agreed-upon treatment goals and measurable objectives.

5. Therapeutic Relationships/Ethics: Effectively establishes rapport, maintains appropriate therapeutic relationships, empathizes and communicates with clients. Respects and ensures protection of client rights and confidentiality/ privacy. Demonstrates knowledge of and adherence to accepted ethical and professional standards of conduct.

6. Demonstrates knowledge and skills of Trauma Informed Care to assist clients with potential paths for recovery and recognize the signs and symptoms of trauma.

CENTERWIDE EXPECTATIONS

1. Performance Improvement: Initiates efforts to improve job, program, or Agency performance and quality of services. As appropriate, participates in Life Management Center's performance improvement initiatives or activities (e.g., work teams, committees, etc.).
2. Initiative/Acceptance of Responsibility: Demonstrates self-motivation and self-reliance. Performs tasks willingly and carries out assigned duties. Adjusts to peaks in work load; demonstrates flexibility and adaptability to change. Performs additional responsibilities as needed/required.
3. Attitude/Customer Relations: Demonstrates a positive, supportive, respectful and helpful attitude in interactions with all clients, visitors, other employees and the public. Contributes to cohesive group relationships; uses open communication to identify and resolve problems in and between units/departments.
4. Patient Safety: Demonstrates a commitment to ensuring services provided/job performed promote and maintain a culture of patient safety throughout the agency. Effectively communicates and proactively identifies risks to help reduce errors and other factors that may contribute to unintended adverse outcomes.
5. Performance Appraisal: Conducts or assures completion of the formal performance appraisal process for assigned staff and programs. Maintains at least 90% compliance with on-time completion and submission to HR for assigned appraisals.
6. Attendance: Observes assigned work hours, use and scheduling of leave, and punctuality by using PowerTime. Provides notification of absences, tardiness and leave requests in accordance with the Agency's policies and procedures. Respects length of time taken for lunch breaks and work breaks.
7. Training and Education: Maintains compliance with required training in accordance with established time frames on My Learning Pointe. Seeks opportunities to increase knowledge and competencies which benefit the position, program or Agency.
8. Other duties as required: Complies with changes in duties and assignments in a positive and cooperative manner.

QUALIFICATIONS:

- Bachelor's degree in Psychology, Social Work, or related field.
- Experience working with children in behavioral health, education, or a therapeutic setting.
- CPI and CPR certifications required.
- Ability to pass a background check and meet other organizational requirements.

WORKING ENVIRONMENT/PHYSICAL DEMANDS:

Definitions for the frequency of occurrence:

Not Applicable (does not perform this activity)
Occasionally (performs activity up to 33% of the time)
Frequently (performs activity 34% to 66% of the time)
Continuously (performs the activity 67% to 100% of the time)

Working Environment	N/A	Occasionally	Frequently	Continuously
Works inside	☐	☐	☐	■
Works outside	☐	■	☐	☐
Office setting, **business** or clinical	☐	☐	☐	■
Works in well- lighted, temperature-controlled facility	☐	☐	☐	■
Works in confined quarters	☐	☐	☐	■
Works in community settings	☐	■	☐	☐
Provides services in client's natural environment	■	☐	☐	☐
Exposure to communicable diseases	☐	☐	☐	■
Exposure to excessive noise	☐	☐	☐	■
Exposure to marked changes in temperature and/or humidity	■	☐	☐	☐
Exposure to dust, fumes, gases, radiation, Microwave	■	☐	☐	☐
Drives motorized equipment	☐	☐	■	☐
Travels for work	☐	☐	■	☐

	Required	N/A
Must report as regularly scheduled during severe weather conditions (e.g. tropical storm, hurricanes, etc.) to ensure continuation of essential program service unless otherwise instructed by supervisor or prevented from reaching work station (e.g. roads flooded, driving restricted by law enforcement, etc.) Any delays must be communicated directly to the responsible supervisor.	■	☐

Mental Demands	N/A	Occasionally	Frequently	Continuously
Problem solve	☐	☐	☐	■
Make decisions	☐	☐	☐	■
Supervise	☐	☐	■	☐
Analyze and interpret data	☐	■	☐	☐
Organize	☐	☐	■	☐
Communicate orally and in writing	☐	☐	☐	■
Works under mental stress to meet deadlines	☐	☐	■	☐

Physical Demands	N/A	Occasionally	Frequently	Continuously
Standing	☐	☐	☐	■
Walking	☐	☐	☐	■
Sitting	☐	☐	■	☐
			■	
Balancing	☐	☐	■	☐
Stooping	☐	☐		☐
Kneeling	☐	☐	■	☐
Crouching	☐	■		☐
Crawling	☐		■	☐
		■		

Reaching/working overhead	☐	☐		☐
Keyboard use/repetitive hand motion	☐		☐	☐
Climbing	☐	■	☐	☐
Pushing	☐	☐	■	☐
Pulling	☐	☐	■	☐
Lifting (**up to 50 lbs**)	☐	☐	■	☐
Carrying (up **to 50 lbs**)	☐	☐	■	☐
Manual dexterity, audio-visual acuity to operate various business machines and computerized informational systems	☐	☐	☐	■
Operate heavy duty equipment	■	☐	☐	☐

OSHA CATEGORY (BLOOD BORNE PATHOGEN EXPOSURE)	**Category**	**N/A**
Category 1: Position routinely involves potential exposure to blood, Body Fluids or tissue. Position routinely participates in emergency patient care such as First Aid, CPR and seclusion/restraint, or handling of biomedical waste, or other procedures involving potential exposure.	■	☐
Category 2: Positions normal work routine involves no exposure to blood, body fluids or tissue but potential exposure as in emergency or unplanned situations, such as First Aid, CPR or seclusion/ restraint, could occur and may be required as a condition of employment.	☐	■
Category 3: Position does not involve exposure to blood, body fluids or tissue. Position is not required to perform CPR, help in emergency seclusion/restraint or provide First Aid.	☐	■

DISCLAIMER:
The statements contained herein reflect general details as necessary to describe the principle functions of this position. This is not intended to be an exhaustive list of all responsibilities, tasks, skills, efforts, working conditions or similar behaviors, attributes or requirements associated with this position. The omission of specific statements or duties does not exclude them from the position if the work is similar, related or a logical assignment to the position. Individuals may be required to perform other duties as needed. This document describes the position currently available. It is not an employment contract. Life Management Center, Inc. reserves the right to modify position duties and position descriptions at any time.

NOTICE:
I have read this Position Description, understand its contents and agree to work in accordance with the requirements of the position and to perform all duties and maintain all standards in accordance with Agency policies and procedures. I understand and accept that I may be required to work in any location under the Agency's service areas.

_____ ____/____/____
Employee Signature **Date**

_____ ___/___/___

Supervisor Signature **Date**

A copy of this position description was provided to me on ___/___/___.
Employee Initial: _____