

Recreational Therapy Supervisor I – Job Description

General Responsibilities:

Work involves the supervision, management and administration of a smaller size staff (1-8) of recreational therapists, recreational therapy assistants, aides and other subordinate staff and the planning, development, supervision and coordination of recreational therapy services in a clinical, residential, correctional or educational agency. Work involves planning for the integration of recreational therapy services into the overall agency, program or unit, establishing priorities for allocation of staff time and use of facilities, monitoring quality and quantity of work, budgeting; developing policies, procedures and standards and performing department personnel functions. Work involves the determination of the type of recreational therapy services needed, implementing these services, participation in clinical training programs for student interns/field work students, development and supervision of in-service training programs for subordinate staff and serving as a resource to other treatment areas physicians and nursing staff, physical and occupational therapy and other support staff. Work is performed under the general supervision of medical or non-medical program director and is reviewed and evaluated through periodic conferences and reports and as evidenced by program effectiveness.

Examples of Duties Performed:

Organizes recreational therapy services and develops policies and procedures for work performed within areas supervised and makes changes in organization and assignments as needed; evaluates the need for services and makes work assignments accordingly.

Assesses needs, plans and establishes goals and priorities for recreational therapy services and sets time frames for completion of goals and priorities which are integrated into the agency plans, goals and priorities.

Assures recreational therapy services are provided in accordance with professional standards of practice, standards of regulatory agencies and relevant laws.

Plans and develops recommended budget with justifications and submits to supervisor for approval. Supervises and manages budget expenses based on approved budget, needs and priorities.

Supervises and manages personnel functions including: position design and classification, recruitment and hiring, orientation and training, competency assessment and enhancement activities, supervision, appraisals and corrective action.

Plans develops supervises and manages recreational therapy health and safety, risk management and quality improvement activities to compliment agency health and safety, risk management and quality improvement programs.

Plans, supervises, provides, as appropriate, and manages all recreational therapy clinical education opportunities for staff and students.

Develops and disseminates information about recreational therapy services and coordinates events for public information purposes.

Conducts program evaluation and research and makes quality improvements based upon evaluation and research results.

Provides technical assistance to other professionals and agencies.

Participates in program, facility and strategic planning

Knowledge, Skills, and Abilities:

Considerable knowledge of human structures, physiology of human structures, mechanics of movement, lifecycle growth and development, psychological functioning, pathology in psychological functioning, cognitive learning and motor learning that contribute to health and human functioning is required.

Considerable knowledge of therapeutic recreation and recreational therapy theory, principles, techniques, methods and professional standards of practice, standards of regulatory agencies and laws related to the practice of recreational therapy in health care agencies is required.

Advanced knowledge is required of the characteristics, etiology, prognosis, progression and limitations of medical, psychiatric, developmental disabilities, substance abuse, sensory impairments, co-occurring disorders or other disabling conditions and the implications for the design, implementation, adaptation and evaluation of recreational therapy treatment interventions.

Considerable knowledge of evidence-based assessment instruments and treatment interventions and advanced recreational therapy practice skills in assessment, planning, implementation and evaluation to restore, remediate or rehabilitate specific aspects of physical, cognitive, emotional and social functioning in order to improve functioning and independence in life activities and to reduce limitations to activity participation caused by medical, psychiatric, developmental disabilities, substance abuse, sensory impairments or other disabling conditions.

Considerable knowledge of assistive devices, assistive technology and activity adaptations used to assist patients/clients to function as independently as possible in life activities.

Considerable ability to train and instruct and provide clinical and technical supervision to subordinate recreational therapy staff and students or other medical and paramedical personnel is required.

Considerable and advanced knowledge of evaluation techniques and basic statistics and advanced ability to evaluate and supervise health and safety, risk management and quality improvement activities is required.

Advanced ability to conduct applied research to improve the safety and effectiveness of practice is also required.

Ability to effectively supervise personnel and programs, develop and supervise budgets, and develop policies, procedures and practices to assure recreational therapy services are provided in accordance with professional standards of practice, standards of regulatory agencies and applicable laws is required.

Ability to effectively integrate recreational therapy services with agency mission, vision, values, service priorities and plan of care is required.

Minimum Qualifications:

Must be Licensed Recreational Therapist (LRT) and meet the education, supervised clinical experience, and other requirements, including practice in accordance with professional standards of practice and codes of ethics, of the North Carolina Board of Recreational Therapy Licensure (NC BRTL). Must have a minimum of two years of directly related, progressively responsible experience and demonstrated advanced recreational therapy practice, leadership and clinical supervision skills. A masters' degree in recreational therapy, therapeutic recreation or health care management is preferred.