



Career Service Authority

Recreational Therapist

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GENERAL STATEMENT OF CLASS DUTIES

Conducts recreational therapy in the treatment and rehabilitation of patients or clients in a clinical or community-based therapeutic recreation program.

DISTINGUISHING CHARACTERISTICS

This classification is located at Denver Health Medical Center and is being maintained for promotional purposes.

Guidelines, Difficulty and Decision Making Level:

Guidelines are generally but not always clearly applicable, requiring the employee to exercise judgment in selecting the most pertinent guideline, interpret precedents, adapt standard practices to differing situations, and recommend alternative actions in situations without precedent.

Duties assigned are generally complex and may be of substantial intricacy. Work assignment is performed within an established framework under general instructions but requires simultaneous coordination of assigned functions or projects in various stages of completion.

Employee is responsible for determining time, place, and sequence of actions to be taken. Unusual problems or proposed deviations from guidelines, practices, or precedents may be discussed with the supervisor before being initiated.

Level of Supervision Received and Quality Review:

Under general supervision, the employee receives assignments and is expected to carry them through to completion with substantial independence. Work is reviewed for adherence to instructions, accuracy, completeness, and conformance to standard practice or precedent. Recurring work clearly covered by guidelines may or may not be reviewed.

Interpersonal Communications and Purpose:

Contacts with the public or employees where explanatory or interpretive information is exchanged, defended, and gathered and discretion and judgment are required within the parameters of the job function.

Level of Supervision Exercised:

By position, performs leadwork over paraprofessional employees.

ESSENTIAL DUTIES

Endures the delivery of quality recreational therapy services by identifying patients/client needs and developing quality recreational therapy programs.

Designs treatment programs to restore patient functions using a variety of physical, cognitive, social, behavioral, emotional, and leisure activities.

Instructs patients/clients in various sports, arts, crafts, leisure skills, other recreational activities and community resources to be utilized after discharge.

Assists in formulating and screening Quality Improvement criteria.

Assists in the purchasing and maintenance of recreational therapy equipment and supplies.

Assists in the development of departmental budget.

By position, provides advice to personnel and the public about the Americans with Disabilities Act.

Performs other related duties as assigned or requested.

Any one position may not include all of the duties listed.
However, the allocation of positions will be determined by
the amount of time spent in performing the essential duties
listed above.

MINIMUM QUALIFICATIONS

Competencies, Knowledge, & Skills:

Integrity/Honesty - Contributes to maintaining the integrity of the organization, displays high standards of ethical conduct, understands the impact of violating these standards on an organization, self, and others, and is trustworthy.

Reading - Understands and interprets written material including technical material, rules, regulations, instructions, reports, charts, graphs, or tables and applies what is learned from written material to specific situations.

Writing - Recognizes and uses correct English grammar, punctuation, and spelling, communicates information in a succinct and organized manner, and produces written information which may include technical material that is appropriate for the intended audience.

Self-Management - Sets well-defined and realistic personal goals, displays a high level of initiative, effort, and commitment towards completing assignments in a timely manner, works with minimal supervision, is motivated to achieve, and demonstrates responsible behavior.

Interpersonal Skills - Shows understanding, courtesy, tact, empathy, and concern, develops and maintains relationships, may deal with people who are difficult, hostile, and/or distressed, relates well to people from varied backgrounds and situations, and is sensitive to individual differences.

Oral Communication - Expresses information to individuals or groups effectively taking into account the audience and nature of the information, makes clear and convincing oral presentations, listens to others, attends to nonverbal cues, and responds appropriately.

Problem Solving - Identifies problems, determines accuracy and relevance information, and uses sound judgment to generate and evaluate alternatives and to make recommendations.

Planning and Evaluating - Organizes work, sets priorities, determines resource requirements, determines short or long-term goals and strategies to achieve them, coordinates with other organizations or parts of an organization, monitors progress, and evaluates outcomes.

Decision Making - Makes sound, well-informed, and objective decisions, perceives the impact and implications of decisions, commits to action even in uncertain situations to accomplish program goals, and causes change.

Reasoning - Identifies rules, principles, or relationships that explain facts, data, or other information, analyzes information, and makes correct inferences or draws accurate conclusions.

Teamwork - Encourages and facilitates cooperation, pride, trust, and group identity, fosters commitment and team spirit, and works with others to achieve goals.

Customer Service - Works with customers to assess needs, provide assistance, resolve problems, and satisfy expectations, knows products and services, and is committed to providing quality products and services.

Flexibility - Is open to change and new information, adapts behavior or work methods in response to new information, changing conditions, or unexpected obstacles, and deals effectively with ambiguity.

Conflict Management - Manages and resolves conflicts, grievances, confrontations, or disagreements in a constructive manner to minimize negative personal impact.

Information Management - Identifies a need for and knows where or how to gather information and organizes and maintains information or information management systems.

Physical Demands (Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs):

Eye/Hand/Foot Coordination: Performing work through using two or more

Feeling: Perceiving attributes of objects by means of skin receptors

Fingering: Picking, pinching or otherwise working with fingers

Hearing: Perceiving the nature of sounds by the ear

Reaching: Extending the hand(s) and arm (s) in any direction

Repetitive Motions: Making frequent movements with a part of the body.

Standing: Remaining on one's feet in an upright position

Talking: Expressing or exchanging ideas by means of spoken words

Working Environment:

Contact with patients under wide variety of circumstances

Exposed to odors in kitchen and/or patient areas.

Exposed to unpleasant elements (accidents, injuries and illness)

Subject to many interruption

Education Requirement:

Bachelor's Degree supplemented with mandated course work in therapeutic recreation plus required supportive courses

Experience Requirement:

None

Education/Experience Equivalency:

None

Licensure and/or Certification:

Possession of a Certified Therapeutic Recreation Specialist credential is preferred.

CLASS DETAIL

FLSA CODE: Exempt

ESTABLISHED DATE: 09/16/95

ESTABLISHED BY: Don Braden

REVISED DATE: 09/25/2011

REVISED BY: Hameed Pousti

CLASS HISTORY

12/2009: This class was revised, competencies and distinguishing characteristics added, and placed in new template.

09/2011: MQs section of the job spec including Licensure and/or Certification was revised to read as a preferred and not a required statement. Possession of a Certified Therapeutic Recreation Specialist credential is not a required MQ by statute.