



FLSA: COVERED
EEO: 2
JUNE 2023

BEHAVIORAL HEALTH CARE CLINICIAN I/II

DEFINITION

Under direction performs a range of therapeutic assignments related to behavioral health services, including intake and assessment, the design and implementation of personalized treatment plans, and psychotherapy for adults, children and/or older adults, as applicable by professional licensing law, in order to meet the needs of consumers and/or families with mental or substance use disorders; and are assigned other duties, as required.

DISTINGUISHING CHARACTERISTICS

This is the journey and licensed level of the Clinician series. Positions in this class include the licensed Marriage and Family Therapist (MFT) or Associate (AMFT), the Licensed Clinical Social Worker (LCSW) or Associate (ACSW) and the Licensed Professional Clinical Counselor (LPCC) or Associate (APCC). LPCC and APCC must have additional training for couples and families. The Behavioral Health Clinician II class has responsibility for performing, within the scope of licensure, the full array of psychotherapy and counseling for individual consumers, families, and groups that may exhibit a variety of mental health and related disorders in a clinic setting. Incumbents are required to perform 24/7 crisis intervention services – including mobile crisis, when necessary to ensure coverage, requiring response within one hour to the designated location. Assignments range from average difficulty to very complex and may include overseeing the work of students and associates through clinical supervision.

REPORTS TO

Behavioral Health Program Manager or Behavioral Health Director.

CLASSIFICATIONS SUPERVISED

Exercises no supervision. May provide training to other staff.

EXAMPLES OF DUTIES

The following are the duties performed by employees in this classification. However, employees may perform other related duties at an equivalent level. Each individual in the classification does not necessarily perform all the duties listed.

- Provides direct and indirect behavioral health services to a varied caseload of

patients in outpatient clinics, homes, schools and community settings; functions as a member of multidisciplinary teams in the provision of assessment, treatment planning, therapy, and case management services.

- Performs interviews of consumers, relatives, and other involved persons to gather personal and social data relevant to assessing mental or emotional disorders.
- Develops service plans with consumers.
- Evaluates and documents psychological, economic, vocational, educational, physical, health, socialization, and housing needs and coordinates with other staff members (psychiatrists, clinical supervisors and program managers). Assists the consumers and other concerned individuals in understanding the nature of major psychological illnesses and their psychosocial effects, and choosing options of mental health treatment.
- Initiates and conducts brief therapy with individuals, groups, and families.
- Works with treatment team in developing and implementing interventions including case management.
- Establishes and maintains effective contacts with local area mental health resources including community members, parents, schools, residential facilities and other agencies/organizations.
- Provide on-call services evenings, weekends and holidays as assigned – including 24/7 mobile crisis response.
- Perform specialized tasks including risk assessment and intervention during normal business hours or after hours, and/or involuntary hospitalization procedures (W&I 5150).
- Participates in a variety of meetings, training sessions, conferences and presentations; promotes community education and information on behavioral health issues. May provide guidance to volunteers and staff.
- Acts as a casework consultant to other clinical team members and other departmental staff; at the licensed level, within the scope of licensure. Level II may provide clinical supervision to students and associates.
- Coordinates clinical decisions in response to operational demands.
- Conducts clinical discussions regarding complex and/or difficult cases.
- Coordinates the flow of information and clinical data to ensure continuity in treatment and/or shift.
- Serves as liaison with other community services, and collateral agencies.
- Performs related work as required, which may include but is not limited to preparing correspondence and reports, copying and filing documents, answering telephone, ordering supplies and materials, entering computer data, maintaining logs and lists, sending and receiving faxes, processing mail, etc.

ESSENTIAL QUALIFICATIONS

Knowledge of:

- Psychological aspects of physical and emotional disturbances and mental deficiencies.

- Characteristics of emotional and mental disorders including their effect on the individual in the community.
- Criteria for making diagnostic decisions.
- Crisis intervention counseling.
- Mental health local community resources and community support systems.
- Principles of clinical interviewing and methods of recording consumer information.
- Individual licensing law and the scope of professional practice governed by the same.
- Laws, rules, and regulations of publicly operated health and welfare programs.
- Principles and techniques for conducting biopsychosocial assessments.

Ability to:

- Work effectively and cooperatively as a member of an Integrated Recovery Team.
- Effectively apply the principles and techniques of clinical therapy, including a variety of treatment modalities.
- Analyze consumer behavior and apply treatment or counseling techniques in a coordinated care social rehabilitation environment.
- Speak and write effectively.
- Provide crisis intervention.
- Prepare clear and concise reports and interpret data.
- Work effectively with a multicultural consumer and family population with diverse backgrounds and needs.
- Establish and maintain effective working relationships with consumers, their families, other staff members, and mental health organizations/ agencies and the behavioral health administrative team.
- Provide work direction and training to staff.
- Establish and maintain effective working relationships with other professionals and to work as part of a multidisciplinary team.
- Communicate the goals and objectives of the County's behavioral health services to members of the community and other interested individuals.

TYPICAL PHYSICAL REQUIREMENTS

Ability to sit for extended periods; frequently stand and walk; normal manual dexterity and eye-hand coordination; lift and move object weighing up to 25 pounds; corrected hearing and vision to normal range; verbal communication; use of office equipment including computers, telephones, calculators, copiers, and FAX.

TYPICAL WORKING CONDITIONS

Positions in this class require the incumbents to:

- Work is usually performed in an office environment, hospital, jail or other community based settings.
- Employees may interact with members of the public or with staff under emotionally

stressful conditions while interpreting and enforcing departmental policies and procedures.

- Work during non-routine hours, including evenings, holidays and weekends.
- Work outside in all types of climatic conditions including inclement, very hot or very cold weather.
- Employees may work outdoors and are occasionally exposed to loud noise levels.
- Contact with facilities, first responders, law enforcement and other county personnel.

EDUCATION, LICENSING, TRAINING AND EXPERIENCE

Any combination of training which would likely provide the required knowledge and experience is qualifying. A typical way to obtain the required knowledge and abilities would be:

BHC Clinician I and II: Possession of a master's degree in Social Work, Psychology, counseling or appropriate related field, received from an accredited institution.

BHC Clinician I: Registration by the by the California State Board of Behavioral Sciences (BBS) as an Associate Marriage Family Therapist (AMFT), an Associate Clinical Social Worker (ACSW) or an Associate Professional Clinical Counselor (APCC).

Must actively seek licensure, remain under clinical supervision until licensed, accrue hours until required number are completed, take required examinations when permitted and complete licensure within one 6 year cycle / BBS number.

BHC Clinician II: Licensure by the California State Board of Behavioral Science Examiners (BBSE) as either a Licensed Marriage Family Therapist (LMFT) or Licensed Clinical Social Worker (LCSW); Licensed Professional Clinical Counselor (LPCC) or the Board of Clinical Psychologists.

Note: *Loss of State BBSE licensure shall result in termination or reassignment, if such a vacancy exists, and the incumbent meets the minimum requirements for the vacant position.*

SPECIAL REQUIREMENTS

Possession of a valid California Driver's License issued by the California Department of Motor Vehicles