



FLSA: COVERED
EEO: 2
DECEMBER 2023

BEHAVIORAL HEALTH CARE CLINICIAN III

DEFINITION

Under general direction to plan, organize, and assist with clinical supervision for assigned staff and Mental Health programs; to provide mental health counseling and treatment for mentally and emotionally disturbed children, adults, and families; to assist with service development, review, and evaluation; and to do related work as required.

DISTINGUISHING CHARACTERISTICS

This class is a lead clinical position in the Behavioral Health Department. It is responsible for assisting with the coordination and staff leadership of a professional staff which provides mental health and substance use disorders counseling services. The incumbent also provides mental health and substance use disorders services to emotionally disturbed children, adults, and families. Responsibilities also include supervision and provision of crisis intervention services which include 24/7 on call ability and 24/7 mobile crisis.

REPORTS TO

Director of Behavioral Health or Behavioral Health Program Manager.

CLASSIFICATIONS SUPERVISED

Directly supervised staff may include Behavioral Health Care Counselor I and II, Rehabilitation Specialist, Clinician I/II, Personal Services Coordinators and Peer Support Specialist I and II.

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.

- Assists with the assignment, training and selection of assigned staff

- Assists with the assessment of program development needs and consults with others in developing therapeutic goals and objectives
- Integrates services with other mental health services, treatment, and provider agencies
- Performs specialized treatment planning and diagnostic services for clients
- Provides psychotherapy services including direct and indirect services
- Performs intake assessments and evaluation of problems
- Formulates treatment plans, participating as a member of a multi-disciplinary treatment team
- Provides crisis intervention, including mobile and 24/7 crisis response
- Prepares case histories and maintains patient records
- Makes referrals to appropriate professionals or outside agencies
- May develop, conduct, and coordinate training programs on diagnostic and treatment methods
- May provide Clinical supervision, both group and individual to unlicensed staff
- May provide functional supervision to licensed and unlicensed staff
- Provides and/or oversees training for new direct service staff
- May participate in mental health education programs, conferences and community programs
- May attend training conferences relevant to current mental health problems
- May act for the Director of Behavioral Health in the Director's absence regarding hospitalizations and placements
- 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:

- Principles, procedures, techniques, and trends for the counseling, therapy, and guidance of persons in mental health programs
- Therapeutic treatment methods and procedures in the behavioral health field
- State, Federal, and local laws, regulations, and requirements for the provision of behavioral health services and programs
- Community organizations
- The scope and activities of public and private agencies in the mental health field
- Treatment research, development, and implementation
- Quality Assurance practices and standards
- Crisis counseling principles, methods and techniques

Ability to:

- Plan, schedule, coordinate, develop, and evaluate an assigned clinical service program
- Perform skilled counseling and conduct individual and group therapy session
- Analyze case information and reach sound diagnostic and treatment decisions
- Develop and maintain confidence and cooperation of emotionally disturbed patients and their families
- Interpret and apply complex mental health program rules, regulations and policies
- Prepare clear, relevant and accurate reports
- Develop and present public presentations
- Enforce Quality Assurance standards
- Effectively represent the Behavioral Health Department in contacts with clients, the public and other agencies.
- Establish and maintain effective working relationships with staff, other agencies, and the public.

TYPICAL PHYSICAL REQUIREMENTS

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 community based settings.
- Work during non-routine hours, including evenings, holidays and weekends.
- Employees may interact with members of the public or with staff under emotionally stressful conditions while interpreting and enforcing departmental policies and procedures.
- Work outside in all types of climatic conditions including inclement, very hot or very cold weather.
- Contact with facilities, first responders, law enforcement and other county personnel

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:

Education

Master's Degree in Social Work, Psychology, Counseling, Psychiatric Nursing or appropriate related field, received from an accredited institution;

AND

Experience

Three (3) years of post-master experience in a clinical setting.

SPECIAL REQUIREMENTS

- Licensed Clinical Social Worker (LCSW), Licensed Professional Clinical Counselor (LPCC) or Licensed Marriage and Family Therapist (LMFT) or Clinical Psychologist licensed by the California State board of Behavioral Science Examiners.
- Possession of a valid California Driver's License.