



BEHAVIORAL HEALTH CLINICIAN I

Title Code: 7066HP

DEFINITION

Under close clinical supervision of a licensed Behavioral Health Clinician (BHC), this extended range classification provides professional services including: therapeutic casework or counseling and treatment for persons with either behavioral health conditions, neurological conditions, or physical challenges; behavioral health counseling, psychoeducation, outreach and engagement, case management, consultation, and quality assurance review of assigned cases; client assistance with access to the healthcare system and aids in improving their social functioning; support to ensure appropriate and timely documentation in the Electronic Health Record (EHR).

The Behavioral Health Clinician Series includes the following classifications:

Behavioral Health Clinician I (7066HP)
Behavioral Health Clinician II (7067HP)

CLASS CHARACTERISTICS

Positions in this classification are the unlicensed entry level in the Behavioral Health Clinician series. Behavioral Health Clinician I allows the incumbent to gain qualifying experience and hours towards licensure. The emphasis is on learning casework and treatment methods appropriate to the behavioral health setting. Positions are distinguished from the Behavioral Health Clinician II class in that the Behavioral Health Clinician I is unlicensed in one of three disciplines: Associate Clinical Social Worker (ACSW), Associate Marriage and Family Therapist (AMFT), or an Associate Professional Clinical Counselor (APCC). The Behavioral Health Clinician is required to obtain a license issued by the California Board of Behavioral Sciences within six (6) years of initial registration to continue employment in this classification. Incumbents will promote to the Behavioral Health Clinician II level after providing proof of licensure. If by the end of the registration period licensure has not been obtained, employment may be subject to immediate termination.

EXAMPLES OF DUTIES

Class specifications are intended to present a descriptive list of the range of duties performed by employees in this classification. Specifications are not intended to reflect all duties performed within the job.

Subject to the scope of licensure of the incumbents, duties may include, but are not limited to, the following:

1. Provides direct casework, individual and group therapy; secures and evaluates medical or psychosocial data such as behavior patterns, use of coping skills and family relationships; analyzes factors which exert an adverse effect upon health issues, treatment and recovery which contribute

to, or are responsible for, behavioral health issues and/or affect the potential for recovery and resiliency.

2. Interprets the social aspects of physical or behavioral health issues to clients, relatives, other behavioral health and medical care staff and appropriate persons or agencies.
3. Assists clients in understanding clinical health challenges and their reaction to them, accepting the need for treatment, building on strengths and working toward the solution of challenges and stresses the importance of engaging in treatment to increase social functioning, modifying unrealistic attitudes and strengthening client's effort toward satisfactory adjustments.
4. Works with relatives, and/or other identified support network, providing psychoeducation and counseling as needed towards gaining their acceptance of clinical recommendations and problem solving any challenges.
5. Functions as a member of a multidisciplinary clinical team and interprets clinical information for use in diagnosis and treatment.
6. Establishes and maintains effective relationships with contractors and community organizations and other governmental agencies regarding programs and services; participates in committees, meetings and conferences; provides guidance regarding appropriate social-psychological practices and services.
7. Makes referrals to government and community resources for appropriate level of care or additional resources.
8. Visits field locations that may include, but are not limited to residences, schools, institutional settings, and responds to psychiatric emergencies, as appropriate.
9. Performs outreach to hospitals, state, and federal social programs and other groups to educate them of services and eligibility for County programs.
10. Maintains accurate, timely, and compliant case documentation and records; prepares reports and correspondence on evaluation status and case recommendations.
11. Participates in case conferences; conducts educational and training programs.
12. May serve as Officer of the Day or Intake Clinician, triaging phone calls, clients that walk-in for services, and working with individuals who present urgent psychiatric issues.
13. May be required to perform crisis interventions and conduct evaluations for involuntary hold.
14. Some assignments may involve participating in research projects or monitoring services rendered by contract providers.
15. Performs administrative and other related duties as required.

MINIMUM QUALIFICATIONS

General Knowledge of

- Principles, techniques and knowledge of clinical and case management work
- Understanding the impact and characteristics of emotional and behavioral health disorders, substance use disorders, physical disabilities and illness on social systems such as families, communities and environment
- Laws, constitutional rights, and regulations governing the treatment of behavioral health problems for children, older and dependent adult abuse, and drug and alcohol addiction and/or abuse in the provision of behavioral health services in the community or institutional settings

Some Knowledge of

- Community resources, agencies, and other professional disciplines and County departments available for special casework services

Ability to

- Apply, interpret, and explain clinical concepts and principles
- Conduct individual and group counseling sessions; develop and implement treatment and/or recovery and resiliency plans and monitor the client's progress toward established goals
- Establish and maintain effective relationships with clients, their families, other County staff members and the behavioral health/medical community as a part of a multidisciplinary treatment team to provide integrated high quality and continuity of care
- Secure adequate psychosocial information concerning the client through personal interviews and review of case files, make systematic and concise records of such information and prepare individualized care plans
- Communicate and interact in situations requiring instructing, persuading, consulting, counseling, and motivating people and working with clients who may be emotionally and psychiatrically unstable
- Advocate for clients to receive services necessary for treatment, safety, and well-being
- Work evening, nights, or weekend clinics, institutional settings that are operational 24/7, or be placed on call, may be required
- Prepare and present oral and written reports, concisely, logically, and convincingly
- Create and maintain appropriate documentation in the Electronic Health Records system
- Efficiently organize time and workload responsibilities

Experience

No experience required.

Education

Possession of a Doctorate or Master's Degree from an accredited U.S. graduate school, or a certified foreign studies equivalency in social work, psychology, counseling or a closely related behavioral science field.

License and Certification

Must be currently registered as an Associate Clinical Social Worker (ACSW), Associate Marriage and Family Therapist (AMFT) or Associate Professional Clinical Counselor (APCC) with the California Board of Behavioral Sciences. Licensure/registration must be maintained as a condition of employment. Failure to maintain licensure/registration may result in immediate termination.

OR

Candidates with out-of-state licenses shall obtain their license to practice by the California Board of Behavioral Sciences within three (3) years of date of hire. During the interim three years, the incumbent shall obtain a Mental Health Professional Licensing Waiver Request approved by the State of California Health and Human Services Agency. By the end of the three-year period, the Intern must take and pass the California Licensing examination or be subject to immediate termination.

Both Options

In accordance with the State of California Board of Behavioral Sciences guidelines and Business and Professions Code § 4980.44 candidates qualifying for Associate Professional Clinical Counselor (APCC), must have completed additional education and training as defined below.

Six (6) semester units or nine (9) quarter units specifically focused on the theory and application of marriage and family therapy OR a named specialization or emphasis area on the qualifying degree in marriage and family therapy; marital and family therapy; marriage, family, and child counseling; or couple and family therapy.

AND

No less than 500 hours of documented supervised experience working directly with couples, families, or children.

AND

A minimum of six (6) hours of continuing education (CE) specific to marriage and family therapy during each license renewal cycle. The six (6) hours will count toward the required overall 36 hours of CE.

Possession of a valid California, Class C, Driver License or the ability to use an alternate method of transportation to carry out the essential functions of the job.

Special Requirements

Must pass a background investigation/sanction screening to the satisfaction of the Agency prior to permanent job offer.

May be required to complete a credentialing review prior to permanent job offer.

For assignments in Correctional Health Services, candidates are required to pass a comprehensive background investigation prior to a formal offer and acceptance of employment. Incumbents must maintain Sherriff's Department or Probation Department security clearance for the facilities where they work.

PHYSICAL, MENTAL, ENVIRONMENTAL AND WORKING CONDITIONS

Physical Requirements

Incumbents must possess the stamina to sit and work at a desk or in meetings for prolonged periods (up to 90 minutes at a time); hear and communicate clearly in person, over the phone, and in meetings; body mobility to move from one work area to another and travel by car; manual dexterity to use hands, arms, and shoulders to handwrite and operate a keyboard and a computer; vision sufficient to read case files, view computer screen, and other standard text. May require significant strength and alertness in a crisis to apply non-violent crisis intervention containment techniques or to provide CPR.

Mental Requirements

Incumbents must possess the highest level of mental aptitude required to perform complex tasks including clinical assessment, diagnosis, and treatment of clients receiving behavioral health services; make sound judgments, actions, or decisions to prevent injury/loss of life, and manage risk; interact with persons who may be uncooperative, irrational, upset, or angry, and persons of varying degrees of mental stability; ability to deal calmly and effectively with emotional or controversial interactions; able to adapt to changes, and learn new procedures/techniques; demonstrate clear and appropriate social boundaries with individuals served and their families.

Environmental and Working Conditions

Ability to work in a clinic environment, make field visits to institutions or homes and/or work in a locked setting or correctional facility; ability to interact and communicate with clients served, other health professionals, office support staff, and community partners on a continual basis. In the field, work may involve situations or locations that are uncertain, unpleasant, or hostile; fieldwork may also involve driving to and entering residences where exposure to biohazardous material, unpleasant sights and odors, animal remains, and hoarding conditions are present. Certain positions may be required to interface with clients who are incarcerated.

It is not uncommon to respond to agitated, hostile, violent or emotionally charged situations or assist a colleague or clinical team in de-escalating situations; may require use of hands-on restraint; exposure to communicable diseases, pepper spray, or bodily fluids. For assignments in Correctional Health, the Orange County Sheriff's Jail System and Orange County Probation are subject to the "No Negotiations for Hostage" policy. Some positions may be required to work evenings, nights, and/or weekends.

CLASS HISTORY

Established: 09/28/2018 (Replaces Marriage Family Therapist I – 7113HP and Clinical Social Worker I – 7074HP)