

**POSITION DESCRIPTION****CLINICIAN I/ CLINICIAN II/ CLINICIAN III**

Program of Assertive Community Treatment (PACT)  
Center for Adult Rehabilitation Services  
Region Ten Community Services Board

---

CLASSIFICATION TITLE: Clinician I/ CLINICIAN II/ CLINICIAN III

**GENERAL STATEMENT OF RESPONSIBILITIES:**

This is a FLSA non-exempt position in which the incumbent serves as a Clinician at a Region Ten program for seriously mentally ill adults. The incumbent is responsible for developing and implementing self care skills training programs concerning individual clients (health and safety, personal care, activities of daily living, use of community resources). The incumbent will also assist clients with medication management, monitor health, nutrition and physical condition, provide assistance with personal care, ADLS and use of community resources. He/she is expected to attend team meetings, other professional meetings and represent the program to the community as needed.

The incumbent reports to the Director II for PACT for the schedule and assignment of work duties and is monitored, trained and supervised in the performance of his/her tasks by the Program Manager I. He/she is expected to perform duties as specified and according to the policies of Region Ten Community Services Board, as well as those of Department of Behavioral Health and Developmental Services.

The HIPPA access level for this position is Level Two

The essential functions of this job are starred below (\*) under "Major duties."

**MAJOR DUTIES:**

1. \*Assessing needs and planning services, evaluating individual strengths and needs, evaluating the appropriateness of and need for various community mental health services, developing individual service plans, and monitoring and evaluating client status.
2. \*Training in or reinforcement of functional skills and appropriate behavior related to clients' health and safety, activities of daily living, and use of community resources.
3. \*Assisting with medication education, illness education and medication management.
4. \*Monitoring of clients' health, nutrition and physical health care conditions.
5. \*Working collaboratively with clients' care managers and other care providers.
6. \*Linking the individual directly to services and supports specified in the individual service plan.
7. \*Assisting the individual directly for the purpose of locating, obtaining and effectively using community resources, including educating and monitoring information and support to family members, and providing or arranging for transportation for individuals or their family members to access services.
8. \*Enhancing community adjustment and integration by developing services or supports which increase opportunities for community access and involvement, including developing community living skills, civic and recreational services.
9. \*Making collateral contacts with the individual's significant others (e.g. parents, friends, and siblings) to promote implementation of the service plan and optimal community adjustment.
10. \*Maintaining necessary casework records to document the provision for Medicaid reimbursement.
11. \*Attending in-service training and staff development programs to enhance mental health services.
12. \*Acquires and maintains valid certification in First Aid, CPR, medication administration, non-aversive behavior management and defensive driving in order to ensure the safe and efficient operation of the program.
13. \*Reads all agency communication (i.e., Ten, Region Ten's newsletter, E-mail, etc.).
14. \*Performs other duties as assigned related to program requirements.

**QUALIFICATIONS:**

To ensure the safe and efficient operation of the program, a valid Virginia Driver's License plus an acceptable driving record as issued by the Department of Motor Vehicles are required. For business use of a personal car, a certificate of valid personal automobile insurance must be provided. Master's degree required. Must meet certification as QMHP (Qualified Mental Health Professional) as set forth by Department of Behavioral Health and Developmental Services. In addition, the incumbent must have at entry level the following knowledge, skills and abilities. These must be documented or observable in the application form of supporting documentation or in the interview (with appropriate documentation). Perform CPR/First Aid. Be able to teach skills and visit clients in an array of settings. Be able to handle a physical crisis. Help with ADL's – vac, shop, carry bags.

**CLINICIAN I/ CLINICIAN II/ CLINICIAN III**  
**Center for Adult Rehabilitation Services – PACT –Region Ten Community Services Board**  
**Page 2**

Knowledge of: the nature of serious mental illness in adults and mental illness with chemical abuse; treatment modalities and intervention techniques, such as behavior management, independent living skills training, supportive counseling, family education, crisis intervention, discharge planning and services coordination; medical issues related to mental illness; substance abuse symptomatology; medications - side effects; different types of assessments, planning; consumers' rights; local community resources and service delivery systems, including support services (e.g., housing, financial, social welfare, dental, transportation, communication, recreation, legal/advocacy), eligibility criteria and intake processes, termination criteria and intake processes, and general community resources (e.g., churches, clubs, self-help groups); types of mental health programs, services; effective oral, written and interpersonal communication principles and techniques; general principles of record documentation; the service planning process and major components of a service plan.

Skills in: interviewing; observing, recording and reporting on an individual's functioning (observation of medication effects, i.e., alcohol and abuse); identifying and documenting a consumer's needs for resources, services and other support; using information from assessments, evaluations, observations and interviews to develop service plans; identifying services within the community and established service system to meet the individual's needs; formulating, writing and implementing individualized service plans to promote goal attainment for seriously mentally ill and emotionally disturbed persons; negotiating with consumers and service providers; coordinating the provision of services by diverse public and private providers; identifying community resources and organizations; coordinating resources and activities; using assessment tools (e.g., level of functional scale, life profile scale); non-punitive behavior; providing consultation; computers and keyboarding.

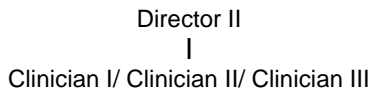
Abilities to: demonstrate a positive regard for consumers and their families (e.g., treating consumers as individuals, allowing risk taking, avoiding stereotypes of mentally ill people, respecting consumers' and families' privacy, believing consumers are valuable members of society); be persistent and remain objective; work as a team member, maintaining effective inter- and intra-agency working relationships; work independently, performing position duties under general supervision; communicate effectively, verbally and in writing; drive defensively.

CLINICAL PROVIDER PERFORMANCE EVALUATION STANDARDS:

This position is evaluated according to the Clinical Provider Performance Evaluation Standards.

POSITION LOCATION: PACT Offices  
800 Preston Avenue  
Charlottesville, VA 22903

POSITION ORGANIZATION CHART



GRADE: Grade 9: Clinician I  
Grade 10: Clinician II  
Grade 11: Clinician III

SCHEDULE: As scheduled, rotating evening/weekend schedule.

Position Description Updated: January 1, 2013

I have reviewed this job description and acknowledge the duties as well as the KSA (knowledge, skills, abilities) included in this description. I also understand the performance standards as they apply to this position.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Name Printed

\_\_\_\_\_  
Date