

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

Emergency Services
Center for Emergency and Case Management
Region Ten Community Services Board

CLASSIFICATION TITLE: Clinician I / Clinician II / Clinician III

GENERAL STATEMENT OF RESPONSIBILITIES:

This is a FLSA non-exempt position. The incumbent is responsible for providing crisis assessment, intervention, stabilization and referral assistance to mental health, intellectual disability, and substance abuse clients, both over the phone and face-to-face, in the office and in the community, as well as short-term crisis counseling. Occasional holiday work is required.

The incumbent reports to the Director III or Program Manager II for Emergency Services and performs duties by proceeding alone under standard practices, referring questionable situations to the supervisor. In carrying out emergency services, the incumbent is expected to act professionally and knowledgeably to ensure availability, response and continuity in delivery of mental health services to all individuals located in the Region Ten catchment area. He/she will perform in accordance with professional ethics and established Region Ten policies.

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

MAJOR DUTIES:

1. *Provides crisis intervention to individuals experiencing emotional/psychological distress and related problems via phone and face-to-face contacts at Region Ten and other sites in the community.
2. *Provides consultation regarding the petitioning process for Emergency Custody Orders (ECOs) and Temporary Detention Orders (TDOs), in particular, advising the magistrate's office regarding the issuance of ECOs and TDOs.
3. *As a Certified Prescreener, conducts evaluations to determine if clients in crisis meet legal criteria for temporary detention.
4. *Actively explores less restrictive alternatives in efforts to divert clients from hospitalization, including identifying protective factors and drafting safety plans.
5. *Completes Virginia Code mandated responsibilities related to civil commitment process.
6. *Provides consultation, information and support to individuals, families, Region Ten staff and other community agencies requesting emergency services.
7. May provide short-term crisis counseling to a small caseload of clients.
8. Provides monitoring and may carry out bed searches for persons requiring inpatient hospitalization, as needed.
9. *Makes referrals appropriate to the needs of the client, family or agency.
10. *Functions in a variety of settings, handling referrals and evaluations as they are needed, 24/7.
11. *Provides Region Ten CSB with required documentation of service delivery.
12. Participates in in-service training and supervision as required by the Emergency Services Director.
13. May participate in civil commitment hearings, advising Special Justice or Judge on CSB recommendations for treatment planning, to include monitoring and implementation of outpatient commitment orders.
14. *Provides screenings for crisis stabilization services.
15. Other duties as assigned.

QUALIFICATIONS:

Incumbent must complete DBHDS training to become a Certified Prescreener, and will maintain this credential. QMHP required, Residency for clinical license (such as LCSW or LPC) or licensure preferred. Computer knowledge required in Word and Excel. In addition, the incumbent needs to possess the following knowledge, skills and abilities:

Knowledge of:

1. Crisis intervention theory and skills including:
 - a) Techniques over phone, face-to-face
 - b) Knowledge about the following populations and accepted treatment modalities for each:
 - Intellectual Disability (ID)
 - SMI, including dual diagnosis
 - Alcohol/Substance Abuse
 - Children, Adults, Geriatrics
 - c) Managing the suicidal client
 - d) Managing aggressive/violent/psychotic behaviors
 - e) Confidentiality as it relates to crisis situations
 - f) Use of mental status exam
 - g) Working knowledge of DSM IV
2. Use of least restrictive treatment alternatives for all populations served by Region Ten CSB.
3. Recognition and evaluation of acute medical needs:
 - a) Inebriated individuals, seizures, DTs
 - b) Clients under the influence of other substances
 - c) Drug overdose
 - d) Side effects of psychotropics
4. Civil commitment procedures:

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- a) Pre-admission screening consultation
- b) Procedure for obtaining an ECO and a TDO (including criminal TDO)
- c) Commitment hearing
- d) Transportation
5. Voluntary and involuntary hospitalizations, including different criteria for children, adults, and geriatrics.
6. Statutes related to emergency services.
7. The public mental health system statewide, specifically the client management guidelines.
8. Resources and treatment options available for the various populations in this community.
9. General principles of record keeping plus Region Ten's record keeping policies.
10. Principles of brief treatment and solution oriented therapy.

Skills in:

1. Providing clinical expertise including:
 - a) Assessment of: physical status, mental status, mental illness symptoms, degree of danger, suicide risk and need for and side effects of medications.
 - b) Interventions of: securing safety for everyone involved, advising for or against an ECO or TDO, and recommending least restrictive option.
 - c) Evaluation of: individual crisis response and service system gaps.
2. Providing pre-admission consultation:
 - a) To magistrates, special justices and judges regarding issuing ECOs and TDOs.
 - b) Testifying at commitment hearings regarding need for commitment.
 - c) Testifying at juvenile commitment hearings as the sole MH professional, regarding need for commitment.
3. Providing emergency consultation in a professional manner to: clients, family members, police, sheriffs, magistrates, judges, courts, admission staff, hospitals and other community agencies.
4. Report writing.
5. Providing short-term crisis counseling.

Abilities to:

1. Under pressure, make quick, sound decisions regarding safety and treatment.
2. Make appropriate interventions in resolving crisis situations.
3. Function independently, yet work flexibly and effectively with other persons, agencies and systems.
4. Facilitate referrals for the least restrictive form of treatment.
5. Maintain paper flow.

CLINICAL PROVIDER PERFORMANCE EVALUATION STANDARDS:

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

POSITION LOCATION:

Region Ten Community Services Board
500 Old Lynchburg Road
Charlottesville, VA 22903

POSITION ORGANIZATION CHART

Director III or Program Manager II

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Clinician I / Clinician II / Clinician III

GRADE:

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

SCHEDULE: This is a PRN position. Work hours and schedules will vary based on program need.

Position Description Updated: December 16, 2022

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