

POSITION TITLE: Clinician II/III

CENTER:	Child and Family Services		DEPARTMENT:	Community Crisis	
LOCATION:	500 Old Lynchburg Rd Charlottesville, VA 22903				
FSLA STATUS:	Non-Exempt		INCLEMENT STATUS:	Non-Essential	
GRADE:	10 or 11	SCHEDULE:	Full-time	GROUP:	30

GENERAL STATEMENT OF RESPONSIBILITIES:

The Community Crisis Clinician is responsible for providing crisis assessment, intervention, stabilization, running groups, community outreach, and referral assistance to mental health, intellectual disability, and substance use clients, both over the phone and face-to-face, in the office and in the community. The incumbent reports to Director II and performs duties by proceeding alone under standard practices, referring questionable situations to the supervisor. In carrying out duties, 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. They will perform in accordance with professional ethics and established Region Ten policies. This position is supported by funding tied to billing sources and will remain active only as long as that funding is available.

MAJOR DUTIES:

1. Provide crisis support and intervention to individuals experiencing emotional/psychological distress and related problems via phone and face-to-face contacts at Region Ten and in the community.
2. Provides consultation, information and support to individuals, families, Region Ten staff and other community agencies requesting crisis services.
3. Provide short-term crisis counseling to a small caseload of clients.
4. Provide presence and outreach at Charlottesville Redevelopment and Housing Authority locations. Facilitate Men's and/or Women's peer support groups, Acu-wellness, and connection to resources and services. Link to Region Ten mental health and substance use disorder services available.
5. Provide individual therapy at Property Offices for anyone facing evictions or who are referred by Property managers.
6. Assist in planning for Annual Westhaven Day.
7. Complete clinician assessments in the field.
8. Make referrals appropriate to the needs of the client, family, or agency.
9. Functions in a variety of settings, handling referrals and evaluations as needed.
10. Provides Region Ten CSB with required documentation of service delivery.
11. Participates in in-service training and supervision as required by the Director.
12. Communicates effectively and efficiently with consumers, community partners, stakeholders, and Director of Community Crisis
13. Completes other duties as assigned and projects as assigned

QUALIFICATIONS:

Classification level for clinicians are as follows:

Clinician II

- Master's degree and license eligible according the DHP definition: Master's degree in psychology, social work, counseling, substance abuse, or marriage and family therapy from an accredited college or university, and
- Education verified by an official transcript with conferral date, and
- Evidence you have had an intern or practicum of at least 500 hours of experience with persons who have a mental illness
- Is under the direct personal supervision of a person licensed under Virginia law, who is working towards licensure, and who is in compliance with the appropriate Virginia licensing board may perform the functions of the LMHP for purposes of Medicaid reimbursement. The Board of Health Professions refers to masters prepared individuals in Counseling and Psychology as "Resident". The Board of Health Professions refers to masters prepared individuals in social work as "Supervisee". For purposes of Medicaid reimbursement, these persons shall use LMHP-E after their signatures to indicate this status. Additionally, a person who is able to register within 6 months of hire. In this case, a newly hired clinician's continued employment is contingent on meeting the definition about within 6 months of hire.

Clinician III

- Licensed clinicians as one of the following: LPC, LCSW, LMFT, LMSW, and Clinical Psychologists

EDUCATION

- Clinician II: Master's Degree in counseling related field. Candidates must be eligible to seek licensure through the Virginia Department of Health Professions.
- Clinician III: Master Degree and licensed through the Virginia Department of Health Professions.

EXPERIENCE:

- Experience working with individuals in crisis
- Familiarity with the following populations and applicable resources (SMI, SED, SUD, ID/DD)

CERTIFICATION/LICENSE:

- 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.
- Licensure as LCSW, LPC, LSATP preferred

KSAS

Knowledge of

- Crisis intervention theory and skills including:
- Techniques over phone, face-to-face
- Knowledge about the following populations and accepted treatment modalities for each:
 - Serious Mental Illness, including dual diagnosis
 - Substance use
 - Intellectual Disabilities
 - Children, Adults, Geriatrics
 - Managing a suicidal consumer
- Managing aggressive/violent/psychotic behaviors
- Confidentiality as it relates to crisis situations
- Use of mental status exam
- Working knowledge of current DSM
- Use of ASAM
- The public mental health system statewide, specifically the client management guidelines.
- Resources and treatment options available for the various populations in this community.
- General principles of record keeping plus Region Ten's record keeping policies.
- Principles of brief treatment and solution-oriented therapy
- And adherence to existing professional ethical standards;
- And adherence to licensure regulations related to services provided;
- And adherence to CSB, DBHDS and DMAS policies and procedures.
- Providing emergency consultation in a professional manner to: consumers, family members, admission staff, and other community agencies.
- Effectively communicate in writing and to prepare written documents within deadlines
- Providing short term crisis counseling

Skills in:

- De-escalation and crisis intervention;

- Forming and maintaining effective therapeutic/counseling relationships with consumers, to monitor movement in the therapeutic process, and terminate the therapeutic relationship in appropriate ways;
- Working collaboratively in a team environment to ensure the needs of consumers are met.

Abilities to:

- Under pressure, make quick, sound decisions regarding safety and treatment.
- Make appropriate interventions in resolving crisis situations
- Function independently, yet work flexibly and effectively with other persons, agencies and systems.
- Work in and contribute to a collaborate team environment.

POSITION ORGANIZATION CHART:

Director of Community Crisis and Child Outpatient
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Community Crisis Clinician II/III

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

Signature

Name Printed

Date

Position Description updated: September 18, 2026