

CLINICAL SUBSTANCE ABUSE COUNSELOR

Work in this class involves providing intensive substance abuse services in serious and complicated cases which require the flexible use of a wide range of advanced counseling skills. Services may be provided in a variety of settings including area mental health programs, state alcohol and drug treatment centers and state institutions. Work involves counseling, therapy and treatment of the more complex cases and their families and may include therapy/treatment of emotional disorders and/or family dysfunction. Client populations represent broad ethnic and age diversity and typically present multiple, difficult to treat/psychosocial issues which relate to the community or family dysfunction. Work is distinguished from the Substance Abuse Counselor II classification by the greater involvement in the more complex cases involving sensitive and traumatic situations and treatment of accompanying emotional disorders. Employees report to clinic managers, program directors, or unit supervisors.

I. DIFFICULTY OF WORK:

Variety and Scope - Work assignments include complex assessments and independent selection and use of varied in-depth therapies in the treatment of clients with multi-problem dual diagnosis substance abuse problems. Cases frequently require on-going and/or intensive treatment, which may include family therapy, marital counseling, child abuse and sexual abuse therapy. Assignments may also include acting as a technical resource regarding substance abuse evaluation and treatment, serving as expert witness at court hearings, and crisis intervention and counseling.

Intricacy - Employees receive referrals from other professionals within the agency and from outside agencies. Employees use considerable judgment in conducting individual assessments, selecting and providing treatment techniques or dealing with psychosocial aspects of the additional. Employees may provide in-depth assessment of family dynamics, psychosocial evaluation of emotional disorders and provide in-depth therapy with complex cases. Consultation and education to other staff and community professionals is done primarily for joint case planning and informational purposes, but some didactic consultation may be involved.

Subject Matter Complexity - Work requires considerable of the nature of addictions, personality development, group dynamics, varied therapeutic approaches, crisis and family intervention; may require knowledge of medical diagnoses, treatment alternatives, and biopsychosocial, adaptive, and coping responses to addictions and related illness.

Guidelines - Employees follow state and federal laws and regulations, program standards, professional ethics, theories of standard methods and procedures, and quality assurance standards.

II. RESPONSIBILITY:

Nature of Instructions - Work is jointly planned with other members of a multidisciplinary team or supervisor. Assessment and intervention is performed with considerable independence; medication issues are referred to physicians.

Nature of Review - Work is reviewed by unit supervisor, program manager, or higher level clinician, usually on a general basis except for review of sensitive legal situations. Work is also reviewed through formal performance reviews, medical record audits, quality assurance monitoring and through program goal achievements.

Scope of Decisions - Work directly affects the individuals in treatment, family members, and community agencies involved and the substance abuse program.

Consequence of Decisions - Assessments, service/treatment decisions affect the well being of clients and the proper diagnosis and treatment of addiction problems. Family members are also affected by diagnosis and treatment decisions.

III. INTERPERSONAL COMMUNICATIONS:

Scope of Contacts - Includes clients and families, a variety of professional disciplines, community agencies groups, court officials, and may include students or interns.

Nature and Purpose - To determine the extent of addiction and related problems; provide counseling and treatment, to facilitate adaptive coping responses to addiction; provide expert opinions to legal officials or medical staff, provide didactic experiences for student or interns.

IV. OTHER WORK DEMANDS:

Work Conditions - Employees work in settings which range from area mental health programs to alcohol and drug treatment programs which serve clients and their families with problems that are very demanding mentally and emotionally.

Hazards - Includes contacts with clients and/or families who may be hostile, resistant, or violent.

V. RECRUITMENT STANDARDS:

Knowledges, Skills, and Abilities - Thorough knowledge of substance abuse addiction processes, alcohol and drug withdrawal. Considerable knowledge of psychopharmacy and drug interactions. Considerable knowledge and practical application of advanced therapeutic approaches, group dynamics, crisis intervention, family, marital and sexual therapy. Considerable knowledge of Alcoholics Anonymous and other community resources. Considerable knowledge of medical terminology, disease processes and their treatment as they relate to decisions regarding clinical interventions and appropriate therapies based on medical or psychological diagnosis. Skill in establishing rapport with clients and their families and in applying techniques of assessing psychosocial, behavioral, and psychological aspects of the addiction. Ability to formulate clear goal-oriented treatment plans. Ability to act as clinical resource/peer consultant. Ability to supervise, train, or instruct lower-level counselors, students, or interns. Ability to express ideas clearly and concisely and to plan to execute work effectively.

Minimum Training and Experience Requirements: Master's degree in Substance Abuse and one year of experience in substance abuse Clinical counseling; or Master's degree in Social Work, Psychology, or Counseling and one year of experience in substance abuse clinical counseling; or a mater's degree in a related human services field and two years of substance abuse clinical counseling experience; or a bachelor's degree in a human services field including at 15 semester hours in courses related to social work or counseling and three years of substance abuse clinical counseling experience; or graduation from a four-year college and four years of direct experience in substance abuse clinical counseling; or an equivalent combination of training and experience.

Administering the Class: Applicants possessing a master's degree from an accredited school of social work and the required substance abuse experience or a master's degree in psychology and the required substance abuse experience may be hired at a higher salary within the range based upon current labor market conditions.

Applicants possessing a master's degree in substance abuse, psychology, counseling, or rehabilitation counseling with a strong substance abuse internship (600 to 1000 clock hours) may be given six months additional credit.

Special Note - This is a generalized representation of positions in this class and is not intended to identify essential functions per ADA. Examples of work are primarily essential functions of the majority of positions in this class, but may not be applicable to all positions.