

## LICENSED PROFESSIONAL COUNSELOR SPECIALIST

### DESCRIPTION OF WORK

Work in this class involves independently providing assessment, evaluation and counseling services to individuals, groups and families in a mental health setting. Services include complex assessments as well as the independent selection and use of varied in-depth therapies for complex cases requiring ongoing and intensive treatment. Cases at this level typically involve the most severe or traumatic situations. Work typically includes representing the department in contacts with other agencies and local community committees to develop a good case management network.

### EXAMPLES OF DUTIES PERFORMED

Employees independently provide in-depth assessments and treatment planning, varied and complex psychotherapy, the development of social histories and treatment plans, and short-term and long-term therapy. Modalities may include individual, family or group therapy, behavioral modification or behavioral therapy. Therapy is insight-oriented and re-educative and may involve reconstructive activities but also includes a range of supportive and behavioral techniques.

Work requires a full understanding of varied therapeutic and assessment techniques depending on the complexity of cases. Such approaches may include but are not limited to hypnosis, crisis intervention, ego strengthening, reality and behavior therapy and psychodynamic and insight oriented psychotherapy. Employees must have a full understanding in providing consultation and teaching techniques, a knowledge of community resources and considerable administrative and program understanding of the unit assigned.

Assessment and intervention are performed independently and may be jointly planned with other program managers. Employees are familiar with the aims and objective of the program they are providing. Minimal daily instruction is required.

Employees provide consultation and training to other professionals, case managers and interns. They may provide didactic consultation to other counselor and community professionals regarding treatment issues. Employees use a variety of agency guidelines as well as federal and state standards.

Clinical or technical services are performed with considerable independence. Decisions regarding assessments and services provided have a major impact on individual clients and their families.

### RECRUITMENT STANDARDS

#### Knowledges, Skills, and Abilities

Thorough knowledge of assessment and counseling/therapy principles and their practical application to complex casework, group-work, crisis intervention, and community issues.

Thorough knowledge of a wide range of medical, behavioral, and/or psychosocial problems and their treatment theory.

Thorough knowledge of family and group dynamics and a range of intervention techniques.

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OSHR 11/14

Thorough knowledge of governmental entities, private organizations, and resources in the community as well as the laws, regulations and policies which govern the program.

Thorough knowledge of mental health, substance abuse and developmental disabilities in order to determine eligibility of state supported services.

Ability to review various systems, including medical, financial, legal, education and recreation to assure services and support are accessed.

Ability to evaluate and screen clients for appropriate treatment and develop clear goal-oriented treatment plans and document progress of clients.

Ability to establish rapport with clients and to apply techniques or assess psychosocial behavior and psychological aspects of client's problems.

Ability to establish and maintain effective working relationships with clients and their families, as well as administrative supervisors, staff and community organizations.

Ability to communicate effectively orally and in writing.

#### Minimum Education and Experience Requirements

Master's degree from an appropriately accredited school of counseling and four years of supervised counseling experience.

#### Necessary Special Qualifications

Licensed to practice as a Counselor as required by the appropriate North Carolina Board of Licensed Professional Counselors.

#### 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.