

HUMAN SERVICES CLINICAL COUNSELOR SPECIALIST

Work in this class involves independently providing intensive therapeutic assessments and varied treatments to clients and/or families with severe medical or emotional problems. Services include complex assessments, independent selection and use of varied in-depth therapies for complex cases requiring on-going and intensive treatment. Work may include serving as the designated clinical consultant by providing clinical supervision to staff and may include administrative supervision of lower level human services counselors. Work often includes representing the department in contacts with other agencies, serving on local committees, providing didactic community consultation and education. Work at this level includes duties and responsibilities described at the Human Services Clinical Counselor II level, but is differentiated from that class by the high degree of independence, assigned responsibility for clinical/technical supervision of agency staff, or significant education or technical guidance to professionals within the agency or community. Employees report to clinic managers, program directors, or unit supervisors.

I. DIFFICULTY OF WORK:

Variety and Scope - Employees independently provide in-depth assessments and treatment planning; varied and complex psychotherapy with complex multi-problem cases, which includes complex assessments of mental and emotional status; and development of social histories and treatment plans. Employees may serve as therapists in a general or specific area of concentration, providing short-term and long-term individual, family, group, marital, or play therapy, but also collaborate in the design, implementation, and publication of findings of clinical research projects. Active caseloads are generally small and require intensive treatment.

Intricacy - Employees use considerable judgment in conducting comprehensive and in-depth diagnostic assessments, may assign cases to other human service counselors or chair assessment teams, develop treatment plans with minimal review, and select and provide complex services for difficult cases with associated multiple problems. Modalities may include individual, family or group therapy, behavioral modification, behavioral therapy. Therapy is insight-oriented and re-educative and may involve reconstructive but also includes a range of supportive and behavioral techniques. Employees may also provide didactic consultation to other counselors and community professionals regarding assessment and treatment issues, family dynamics, treatment techniques, and community issues.

Subject Matter Complexity - Work requires a full understanding of varied therapeutic and assessment techniques and treatment approaches depending on the complexity of cases. Such approaches may include but not limited to hypnosis, crisis intervention, ego strengthening, reality and behavior therapy, psychodynamic and insight oriented psychotherapy. Employees must also have a full understanding in providing consultation and teaching techniques, community organization/development theories, and considerable administrative and program understanding within the unit assigned.

Guidelines - Employees utilize a variety of agency guidelines and federal or state standards. Employees may participate in the development of new theories or adaptation of assessment techniques.

II. RESPONSIBILITY:

Nature of Instructions - Assessment and intervention are performed with considerable independence and may be jointly planned with other program managers. Employees are generally familiar with the aims and objectives of the program they are providing. Minimal daily instruction is required.

Nature of Review - Work is reviewed by program managers to assess program practices and determine compliance with regulations governing the specific program or services, usually after completion. Administrative issues and community problems are discussed with the supervisor; however, clinical or technical services are performed with considerable independence.

Scope of Decisions - Decisions regarding assessments and services impact on individual clients and their families. Employees may provide direction or instruction to paraprofessional staff, volunteers, care providers, and potentially other therapists who read employees' research publications.

Consequence of Decisions - Employees' decisions with assessments have a major impact on diagnosis and treatment plan; whereas, intervention deals with intricate family problems. Decisions and consultation contribute to knowledge base of staff supervised. Decisions made in research may influence techniques of other therapists and professionals.

III. INTERPERSONAL COMMUNICATIONS:

Scope of Contacts - Contacts vary depending on the agency and/or service area and usually include clients, family members, other discipline professionals, and community service agencies.

Nature and Purpose - Employees provide comprehensive assessments of complex client and family situations, provide in-depth intervention with seriously dysfunctional families and complex multiple problem situations, develop and implement treatment plans, and coordinate service delivery with other community agencies. Intensive therapy and counseling are usually provided to alleviate family crises or improve behavioral problems and mental health.

IV. OTHER WORK DEMANDS:

Work Conditions - Employees work in settings which range from modern public service buildings to home environments or facilities in which odors and noise may be present due to functioning level of the client.

Hazards - Employees may have contact with client or family members who are hostile, resistant, and violent. Employees may be exposed to contagious diseases.

V. 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. Considerable knowledge of population being served, available resources, governmental and private organizations, and resources in the community, and the laws, regulations, and policies which govern the program. Ability to evaluate and screen clients for appropriate treatment, formulate clear goal oriented treatment plans, and document progress of clients. Skill in establishing rapport with clients. Ability to establish and maintain effective working relationships with administrative supervisors, clients and their families, care providers, and various community organizations. Ability to communicate effectively orally and in writing.

Minimum Training and Experience Requirements: Master's degree in a human services field and four years of therapeutic counseling experience in mental health or related human services field such as rehabilitation counseling, professional counseling, pastoral counseling, marriage and family therapy, child life program that provides the techniques in therapy or therapeutic assessments, one of which must be supervised.

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Administering the Class - Applicants must provide documentation of their supervised experience including the name and credentials of the person who supervised them.

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.