

CLASS SPECIFICATION
County of Fairfax, Virginia

CLASS CODE: 3654 **TITLE:** MENTAL HEALTH THERAPIST **GRADE:** S-23

DEFINITION:

Under clinical and administrative supervision, serves as a primary therapist and case manager, performing a comprehensive variety of professional treatment services; and performs related work as required.

DISTINGUISHING CHARACTERISTICS OF THE CLASS:

The Mental Health Therapist differs from the Mental Health Counselor in that the Mental Health Therapist serves as a primary therapist and case manager with an assigned caseload, whereas the Mental Health Counselor serves as a secondary therapist, performing a limited variety of professional treatment services.

The Mental Health Therapist differs from the MH/MR/ADS Senior Clinician in that the Mental Health Therapist performs a variety of professional treatment services under clinical supervision, whereas the MH/MR/ADS Senior Clinician performs autonomously in providing an array of professional treatment services.

ILLUSTRATIVE DUTIES:

Makes preliminary or provisional diagnoses using Diagnostic and Statistical Manual of Mental Disorders;

Maintains a diverse caseload of clients with a variety of mental illnesses;

Develops and recommends therapeutic treatment plans to a more senior therapist, with consideration given to the nature and severity of the mental health problem, family and job-related circumstances, legal complications, individual and family histories, physical condition, and other pertinent factors;

Implements therapeutic treatment plan under clinical supervision;

Conducts independent intakes and assessments for review by a more senior therapist;

Provides individual, group, and family treatment under direction of a more senior therapist;

Collaborates with service professionals as participant of the Interdisciplinary Team (IDT);

Shares information and discusses prevention and treatment methods and techniques in conjunction with peers and other professionals;

Adapts and modifies treatment interventions and approaches for review by a more senior therapist;

Links clients with appropriate community resources;

Conducts prevention education activities;

Maintains all appropriate client records according to governing standards, ensuring that records of clients on their caseload are complete, accurate and comprehensive;

Advocates on behalf of clients regarding rights and needed services;

Develops cooperative relationships with community groups and agencies;

Monitors the impact of psychotropic medication on client's functioning and mental status;

Provides crisis stabilization and crisis management under direction of a more senior therapist;

Provides ongoing risk assessments for dangerousness to self and others under the direction of a more senior therapist.

REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES:

Knowledge of the principles, theories, and methods of the psychological and social development of the individual;

Knowledge of major schools of treatment of emotionally and socially disturbed individuals;

Considerable knowledge of psychiatric, psychological, and/or sociological terminology and concepts;

Considerable knowledge of intake procedures, social history development and interviewing techniques;

Knowledge of existing referral agencies and community resources;

Ability to diagnostically interpret data obtained from psychological test results, social histories, and interviews;

Ability to formulate diagnoses;

Ability to perform mental health assessments and apply treatment approaches/modalities;

Ability to manage a caseload;

Ability to establish rapport and maintain effective relationships with clients;

Ability to maintain effective working relationships with co-workers, public and private organizations, community groups, and the general public;

Ability to successfully perform as a team member;

Ability to communicate effectively, both orally and in writing;

Ability to maintain records and prepare reports.

EMPLOYMENT STANDARDS:

Graduation from an accredited college with at least a bachelor's degree in social work, psychology, sociology, counseling, nursing (or, for certain positions providing services to children and adolescents, a Bachelor's degree in special education) PLUS two years of clinical experience OR graduation from an accredited college or university with a master's degree in social work, psychology, sociology or counseling PLUS one year of clinical experience. Clinical experience means providing direct clinical services to individuals with mental illness and includes supervised internships, practicums, and field experience. Additional education may not substitute for clinical experience.

CERTIFICATES AND LICENSES REQUIRED:

MANDT Certifications within six (6) months of appointment and annually thereafter, for positions in CSB residential services;

First Aid and CPR certification, within 90 days of appointment and maintained throughout CSB employment, for positions in residential programs;

Medication Administration Assistance Certification within 90 days of appointment, for positions in residential programs.

NECESSARY SPECIAL REQUIREMENTS:

Criminal background record check;

TB screening upon hire and annually thereafter;

Contingent upon area of assignment, some positions within this class:

- Must be eligible to provide services that can be reimbursed by Medicaid in accordance with the Virginia Department of Medical Assistance Services' requirements;
- Must meet the requirements to be a provider of Case Management Services as set forth by the Virginia Department of Medical Assistance Services;

- Require a valid Motor Vehicle Driver's license with fewer than six demerit points (or equivalent in another state) at time of appointment and maintained throughout employment with CSB;
- Require a Hepatitis C screening upon hire and annually thereafter;
- Require a National Provider Identifier.

REVISED: February 17, 2011

REVISED: January 2, 2007

REGRADED: July 8, 2006

REVISED: July 18, 2000

REVISED: June 26, 2000

ESTABLISHED: May 23, 2000