Job Classification: MH/DS Clinician II

General Summary of Classification:

Performs advanced professional clinical work involving individuals with routine to moderately complex behavioral health, developmental, recovery, or support needs. Responsibilities include advanced assessment, treatment planning, consultation, crisis intervention, program support, mentoring, and interdisciplinary collaboration. Employees independently manage a diverse workload and serve as a clinical resource to peers and other stakeholders. Work is performed with considerable independence and minimal supervision.

Examples of Primary Tasks, Duties and Responsibilities (TDR):

- Performs all duties of MH/DS Clinician.
- Independently manages more complex clinical cases, treatment needs, and service coordination responsibilities.
- Conducts advanced assessments and develops comprehensive treatment and service plans.
- Provides crisis intervention and develops intervention strategies with minimal supervisory guidance.
- Serves as a resource and consultant to staff, community providers, and partner agencies.
- Assists with orientation, mentoring, and training of staff, students, or interns.
- Provides educational presentations, outreach, and consultation to community groups and stakeholders.
- Assists with program development, implementation, quality improvement, and evaluation activities.
- Participates in committees, special projects, workgroups, and interdisciplinary initiatives.
- Demonstrates leadership in promoting evidence-based and best-practice service delivery.
- Performs other duties as assigned.

Knowledge, Skills, and Abilities (KSA) Typically Required:

- **Occupation-specific:** Advanced knowledge of clinical assessment, diagnosis, treatment planning, crisis intervention, community systems of care, behavioral health service delivery, and evidence-based practices.
- **Technical:** Advanced proficiency in clinical documentation, data collection, reporting systems, and clinical technology platforms.
- **Interpersonal, Communication and Customer Service:** Ability to communicate complex clinical information clearly, provide consultation, facilitate collaboration, and build effective partnerships with stakeholders.
- **Decision-making and Authority:** Exercises independent judgment regarding moderately complex clinical issues, interventions, and treatment recommendations.
- **Leadership:** Non-supervisory. Provides guidance, mentoring, consultation, and training to less experienced staff.
- **Environment:** Work may occur in office, community, residential, institutional, school, healthcare, or virtual settings. May require local travel.

- **Physical:** Visual, hearing, and physical ability sufficient to perform essential functions including computer work, communication, field visits, and transportation between service locations.

Minimum Education and Experience:

- **Education:** Master's degree in social work, counseling, psychology, marriage and family therapy, rehabilitation counseling, special education, or a closely related behavioral health field required.
- **Experience:** Three (3) years of relevant professional clinical experience, including at least two (2) years performing work comparable to an MH/DS Clinician.
- **OR:** Any equivalent combination of experience and training which provides the necessary Knowledge, Skills, and Abilities.

Other Requirements (License, Certifications, Training, etc.):

- Valid driver's license as required by assignment.
- Maintains required professional licenses, certifications, registrations, and credentials associated with assignment.
- Successful completion of all required NIMS courses.

Job Code: G.B.V.0026
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This is a generalized class specification and not a job description. Actual duties, qualifications, and requirements vary by position. For more information, contact the Henrico County Department of Human Resources.