

## CLINICAL PROGRAM THERAPIST 4

### KIND OF WORK

Licensed independent clinical behavioral health professional work in a state secured facility.

### NATURE AND PURPOSE

Under limited supervision, provides advanced direct behavioral health services requiring independent clinical licensure (e.g., LICSW, LP, LPC, LMFT) in one or more program areas: chemical dependency treatment, mental health services, mental health release and reintegration services for offenders with serious and persistent mental illness, and/or sex offender treatment, while maintaining ongoing security within a secured facility.

This class differs from Clinical Program Therapist 3 by its leadership role deriving from licensure as an independent clinical behavioral health professional. Unlike 3 level positions, most 4 level Clinical Program Therapist positions will not be placed in specialized class/exam options because of the broader, more integrative perspective required.

The class differs from Psychologist 3 in that Clinical Program Therapist 4 positions do not require (1) a Psy.D. or Ph.D. in Psychology or a Master's degree in Psychology with a specialization equivalent to a Ph.D., (2) LP licensure, (3) independent clinical competency in psychological testing and interpretation, and (4) an expert Psychologist consultative role.

At the 4 level, Clinical Program Therapists will perform all of the following responsibilities without clinical supervision or oversight: make diagnostic assessments, develop individual treatment plans, provide direct behavioral health evaluation and treatment to offenders/clients with complex and/or treatment-resistant issues, provide crisis intervention, provide referrals for continuing care, and maintain a working knowledge of trends and therapeutic approaches to co-occurring disorders and integrated behavioral health services delivery. They must also provide clinical supervision to other behavioral health professionals, develop and provide advanced training to other behavioral health staff, serve on interdisciplinary committees and work groups, serve as Mental Health release and reintegration specialists, and oversee applied evaluation projects as assigned.

EXAMPLES OF WORK (A position may not include all the work examples given, nor does the list include all that may be assigned.)

Independently diagnose offenders/clients with complex and/or treatment-resistant behavioral health issues to evaluate their amenability to treatment and to determine appropriate therapeutic programming.

Independently formulate and implement behavioral health treatment plans emphasizing individual and group psychotherapy for offenders/clients with complex and/or treatment-resistant behavioral health issues.

Review current developments, practices, and trends in integrative behavioral health services, co-occurring disorders, and related research to serve as a resource in this expanding area.

Recommend revisions to and/or develop new evaluation and treatment approaches, practices, and policies for specialized treatment populations with often co-occurring disorders in the areas of chemical dependency, mental health and/or sex offender programming.

Provide independent clinical supervision to behavioral health practitioners and students in a secured facility setting.

Identify the need for, conceptualize, design, and deliver interdisciplinary and specialized curriculum to meet the developmental needs of behavioral health providers and support increased integration of behavioral health services.

Document assessments, service recommendations, services rendered, behaviors, outcomes and service revision recommendations for assigned offenders/clients.

Furnish expert testimony and/or reports to the Courts, Special Review Board, Supreme Court Appeal Panel, and other administrative bodies regarding offenders/clients and client conditions.

Develop, implement, and evaluate collaborative, comprehensive mental health release and reintegration services for offenders leaving state secured facilities.

Represent the needs of assigned facility and its behavioral health services in interdisciplinary committee assignments, in interactions with community groups, and in recruitment activities.

Implement institution security by being alert at all times and reporting or intervening immediately in any behavior or activity that could affect the collective responsibility for protecting the public, maintaining security and/or control of the facility or providing for the safety of staff and offenders/clients.

### KNOWLEDGE, SKILLS AND ABILITIES REQUIRED

#### Knowledge of:

Advanced psychotherapeutic treatment and psychoeducational strategies for constructively addressing antisocial and criminal behavioral patterns and psychological, psychiatric, educational/vocational, and interpersonal issues sufficient to evaluate, treat and oversee the treatment of offenders' co-occurring, compulsive, addictive, sexually assaultive, violent, and/or otherwise maladaptive behavior patterns.

Clinical supervision concepts and practices sufficient to provide effective clinical leadership and evaluation to professional behavioral health practitioners, interns, and other students.

Statutes, rules, policies, laws, court orders, ethical guidelines and standards, and practices related to the provision of behavioral health services in correctional facilities sufficient to develop, implement, administer and oversee appropriate behavioral health evaluation and treatment programming for offenders/clients in secured facilities.

The behavioral health field, including working knowledge of psychology, social work, and other behavioral health professions; co-occurring disorders; integrated behavioral health services delivery; and teaching techniques sufficient to effectively synthesize and communicate advanced therapeutic theory and practices to professional behavioral health providers with varied educational backgrounds and experience.

Correctional philosophy and practices, including the integration of security procedures, security equipment and knowledge of criminal behavior with behavioral health evaluation and treatment in a state correctional facility, sufficient to develop and implement safe and appropriate intervention strategies.

Crisis intervention theories and techniques sufficient to meet the needs of the offenders/clients population and serve as an expert resource for other behavioral health professionals.

Ethical standards and practices of professional behavioral health service delivery sufficient to model and oversee appropriate relationships, boundaries and intervention strategies.

Skill in:

Using the full range of diagnostics in the current DSM (i.e., Diagnostic and Statistical Manual of Mental Disorders) to develop appropriate evaluations of offenders/clients' behavioral health issues.

Observation, analysis and advanced behavioral interventions sufficient to effectively provide and oversee the treatment of offenders/clients with complex and/or treatment resistant behavioral health disorders.

Oral and written communication and presentation sufficient to form effective working relationships with others, serve in a leadership capacity with other staff, document offenders/clients responses to treatment techniques, prepare other written materials, serve on interdisciplinary planning committees, and provide training.

Problem-solving sufficient to identify the need for and intervene in crisis situations; determine the need for, apply and oversee advanced clinical interventions with offenders; and resolve complex issues with offenders/clients and employees.

Collaborating with supervisory staff to ensure that clinical and other supervision of professional behavioral health staff is effectively and efficiently provided.

Ability to:

Exercise sound judgment in complex situations and to develop and maintain physical and verbal skills sufficient to direct and manage offenders/clients.

Provide clinical supervision and behavioral health training to assigned professional staff, interns, and other students.

Determine differential treatment objectives for offenders/clients with complex behavioral health needs and provide treatment to overcome major issues involving criminal behavior, social dysfunctions, and/or other behaviors that cause severe risk to the client or others.

Establish and maintain effective working relationships with other staff, clients and community groups.

Collaborate with other behavioral health professionals, supervisors and managers to achieve and maintain a high level of treatment programming effectiveness.

Develop, implement and evaluate innovative therapeutic approaches.

Implement correctional philosophy, including security procedures, security equipment and treatment in a correctional facility.

LEGAL/LICENSURE REQUIREMENT

Licensure in Minnesota as an independent clinical behavioral health professional (e.g., LICSW, LP, LPC, LMFT) is required.

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