



**California  
Human Development**

Creating opportunities for people to rise above barriers in their pursuit of better lives.

<b>PROGRAM/DEPARTMENT:</b> <b>Early Intervention/Outpatient Treatment</b>  <b>LOCATION: Santa Rosa, CA</b>	CHD is committed to implementation of an Affirmative Action Policy and the Americans with Disabilities Act in its recruitment selection and placement of all personnel.  CHD is an Equal Opportunity Employer
<b>JOB DESCRIPTION TITLE:</b> <b>Mental Health Clinician</b>	<b>POSITION STATUS:</b> <b>FLSA STAUS:</b> <b>Regular Part/Full Time</b> <b>Non Exempt</b>
<b>SALARY: Grade 11</b>	<b>Program Hours:</b> <b>Varies Monday – Friday 9:00 A.M. – 7:00 P.M.</b>

**GENERAL DESCRIPTION:** California Human Development Corporation (CHD) is a non-profit organization that has provided services in California for more than 50 years. The corporation’s mission is “to create opportunities for people to rise above barriers in pursuit of better lives.

**SUMMARY:** CHD Outpatient Treatment provides group and individual counseling for Spanish and English speaking adult and adolescent individuals affected by substance and mental health disorders. The program emphasizes a supportive environment and better understanding with addiction and mental health effects on the individual’s physical health, psychological well-being, and social relationships. In addition to running the co-occurring group, this position works directly with US Court and Pre-Trial individuals as a master level mental health clinician.

**ESSENTIAL FUNCTIONS:** Under the supervision of the Drug Treatment Program Director the Therapist will perform the following duties:

- A. Evaluate clients for diagnosis using the DSM V; document basis for diagnosis in the client record.
- B. Maintain a caseload; conduct intakes/assessments and document appropriately
- C. Develop individualized treatment plans with clear and achievable goals.
- D. Facilitate co-occurring group and individual counseling sessions
- E. Keep accurate and up to date progress notes
- F. Attend weekly treatment team meetings and clinical reviews.
- G. Make client referrals to appropriate ancillary services
- H. Accurately record and report client attendance, participation and progress for submission to relevant referral agencies.
- I. Schedule client appointments, staff meetings, training and all activities as related to Therapist position on personal calendar accessible by all staff members.
- J. Conduct clinical quality assurance and assist staff in maintaining Best Practice standards
- K. Provide supplemental trainings around presenting issues and trends in the field.
- L. Provide programmatic support in developing practices that increase efficiency, compliance and excellence
- M. Actively participate in the safety program and provide meaningful suggestions for working safely.
- N. Other duties as assigned.

**KNOWLEDGE, SKILLS AND ABILITIES:**

**LANGUAGE:**

- A. Ability to read, analyzes, and interprets general service contracts or governmental regulations in English.
- B. Ability to communicate effectively verbally and in writing.
- C. Spanish-speaking ability highly desirable.
- D. Communicate effectively with a wide variety of individuals and groups.

**MATHEMATICAL SKILLS:**

- A. Ability to use arithmetic skills normally applied in this position.
- B. Ability to compute rates, ratios, and percentages.
- C. Create and interpret charts and graphs.

**REASONING ABILITY:**

- A. Ability to maintain productive work relationships with employees, management, external agencies and the general public
- B. Ability to lead and motivate people.
- C. Ability to effectively present information and respond to questions from groups of managers and employees.
- D. Sufficient capability in cognitive reasoning to perform complex transactions with a high degree of accuracy.
- E. Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.
- F. Ability to interpret a variety of instructions furnished in written, oral, diagram, chart or schedule form.
- G. Ability to recognize and manage personal bias.

**OTHER KNOWLEDGE, SKILLS AND ABILITIES:**

- A. Knowledge of Sociology, Psychology and/or Criminal Justice particularly as they relate to drug abuse and mental health disorders, behavior patterns, cultural factors, personal and social responsibilities.
- B. Knowledge of mental health vulnerabilities and appropriate therapy strategies.
- C. Knowledgeable of issues surrounding substance abuse and recovery; treatment of the substance user/abuser.
- D. Knowledge of harm reduction, self-help programs including the 12 step program and a clear understanding of addiction and recovery.
- E. Familiar with the wide variety of community resources available in Sonoma County.

**SUPERVISORY RESPONSIBILITIES:**

NONE

**QUALIFICATIONS:**

**EDUCATION:**

- A. Clinical License, MFT, LCSW , MFT Associate/Intern
- B. In accordance with chapter 8, Division 4 Title 9 of the California Code of Regulations Section 13015, this position requires either being licensed or certified as specified in section 13005 (a) (2), as an AOD counselor by one of the state of California approved certifying organizations, desirable.
- C. 40 hours of continued education units every two years as required by licensing organization and agency

**EXPERIENCE:**

- A. Preferable three years' experience in a mental health or substance abuse setting.
- B. Experience working with clients who present with a wide range of mental health vulnerabilities including trauma, mood disorders and various psych/social issues. Experience and comfort in working with of socially and culturally diverse populations is also an essential function.
- C. Have a working knowledge of various recovery models from 12-step to harm reduction. This includes the needs, problem, attitudes and behaviors of the substance abusing person; and various psych/social issues.
- D. Any combination of course work and/or training, including on the job training that would provide the opportunity to acquire the knowledge and abilities listed.
- E. Work experience in Human Services highly desirable.

**Background Investigation:**

Pursuant to 703(d) and 707(b) of the California Code of Regulations, anyone with access to criminal offender record information must have a background check completed.

**WORKING CONDITIONS:**

A) **PHYSICAL DEMANDS:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

This position requires:

Frequently:	Sitting, Walking, Seeing, Hearing, Speaking, Standing, Lift up to 25 lbs., Carrying, Pushing/Pulling
Occasionally:	Stooping, Squatting, Kneeling, And Bending
Seldom:	Climbing, Twisting

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

B) **WORK ENVIRONMENT:**

This is a fast paced environment and the noise level is usually moderate.

**CERTIFICATES, LICENSES, REGISTRATIONS:**

- A. Valid California Driver's license.
- B. Proof of insurance on personal vehicle.
- C. Recent satisfactory DMV printout of driving record.

**ACCEPTANCE AND CERTIFICATION:**

Upon acceptance of employment with CHD, I certify that I have read and understand the essential functions of my job as outlined above.

\_\_\_\_\_  
Employee's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor's Signature

\_\_\_\_\_  
Date