

Qualifications:

- Master's Degree from a school of counseling and four years of supervised counseling experience.
- Licensed to practice as a Counselor as required by the appropriate North Carolina Board of Licensed Professional Counselors.

Nature of Work

Work in this class involves independently providing assessment, evaluation and counseling services to individuals, groups and families in a mental health setting. Services include complex assessments as well as the independent selection and use of varied in-depth therapies for complex cases requiring ongoing and intensive treatment. Cases at this level typically involve the most severe or traumatic situations. Work typically includes representing the department in contacts with other agencies and local community committees to develop a good case management network.

Knowledge, 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.
- Thorough knowledge of a wide range of medical, behavioral, and/or psychosocial problems and their treatment theory.
- Thorough knowledge of family and group dynamics and a range of intervention techniques.
- Thorough knowledge of governmental entities, private organizations, and resources in the community as well as the laws, regulations and policies which govern the program.
- Thorough knowledge of mental health, substance abuse and developmental disabilities in order to determine eligibility of state supported services.
- Ability to review various systems, including medical, financial, legal, education and recreation to assure services and support are accessed.
- Ability to evaluate and screen clients for appropriate treatment and develop clear goal-oriented treatment plans and document clients' progress.
- Ability to establish rapport with clients and to apply techniques or assess psychosocial behavior and psychological aspects of client's problems.
- Ability to establish and maintain effective working relationships with clients and their families, as well as administrative supervisors, staff and community organizations.
- Ability to communicate effectively orally and in writing

Essential Job Functions:

- Provides in-depth assessments and treatment planning, varied and complex psychotherapy, the development of social histories and treatment plans, and short-term and long-term therapy. Modalities may include individual, family or group therapy, behavioral modifications or behavioral therapy. Therapy is insight-oriented and re-educative and may involve reconstructive activities but also includes a range of supportive and behavioral techniques.
- Requires a full understanding of varied therapeutic and assessment techniques depending on the complexity of cases. Such approaches may include but are not limited to hypnosis, crisis intervention, ego strengthening, reality and behavior therapy and psychodynamic and insight oriented psychotherapy. Employees must have a full understanding in providing consultation and teaching techniques, a knowledge of community resources and considerable administrative and program understanding of the unit assigned.
- Assessment and intervention are performed independently and may be jointly planned with other program managers. Employees are familiar with the aims and objective of the program they are providing. Minimal daily instruction is required.
- Provides consultation and training to other professionals, case managers and intern. May provide didactic consultation to other counselors and community professionals regarding treatment issues.
- Uses a variety of agency guidelines as well as federal and state agencies.
- Work is reviewed by program managers, unity supervisors or higher level practitioners to assess program practices and determine compliance with regulations. Clinical or technical services are performed with considerable independence. Decisions regarding assessments and services provided have a major impact on individual clients and their families.
- Performs other duties and responsibilities as assigned by supervisor.

Signature: _____ Date: _____