

CLINICAL PROGRAM THERAPIST 3

KIND OF WORK

Advanced professional behavioral health practitioner work in a state secured facility.

NATURE AND PURPOSE

Under limited supervision, provides advanced direct behavioral health services, including individual/group therapy and psychoeducational services, while maintaining ongoing security within a secured facility. Work emphasizes ongoing leadership in one or more of the following roles:

- Leadworker, including training and program oversight, for assigned Clinical Program Therapists 1 and 2, students, interns, and other employees in one or more program area(s): chemical dependency treatment, mental health services, and/or sex offender treatment.
- Release and reintegration specialist for chemical dependency and/or sex offender treatment programming.
- Psychological services practitioner, under clinical supervision, at the level represented by a Psy.D. or Ph.D. in Psychology.
- Psychological testing practitioner, under clinical supervision, at the level represented by a Master's degree in Psychology, Social Work or equivalent, with proficiency in determining the need for, administering, and interpreting a variety of psychological tests (e.g., MMPI, WAIS, MCMI III, WISC, MACI, WMS).
- Multiple programs practitioner performing a primary role in integrated services delivery at the Clinical Program Therapist 2 level or above in two or more program areas: chemical dependency treatment programming, mental health services, and/or sex offender treatment programming.

This class differs from Clinical Program Therapist 2 by the existence of an ongoing leadership role, which provides additional depth and/or breadth beyond that expected at the 2 level. It differs from Clinical Program Therapist 4 in that Clinical Program Therapist 3 positions do not emphasize leadership roles deriving from independent clinical licensure (e.g., LICSW, LP, LPC, LMFT) and an integrated approach to behavioral health services delivery. Although Clinical Program Therapists at the 3 level are expected to function independently and make sound decisions, their work must be approved by a licensed independent clinical behavioral health professional.

The employee works under the direct supervision of a Corrections Supervisor, Psychologist Supervisor, Corrections Program Director or Psychological Services Director and may receive clinical supervision from employees in the Clinical Program Therapist 4 and Psychologist 3 classes.

EXAMPLES OF WORK (A position may not include all the work examples given, nor does the list include all that may be assigned. *NOTE: Examples with an asterisk* apply to specialized positions in the classification.*)

Assess and evaluate offenders/clients to determine their initial amenability to treatment, effectively recommend appropriate therapeutic programming, and orient new offenders to available behavioral services.

Plan, effectively recommend and implement behavioral health treatment plans for offenders/clients that include individual and group therapy, counseling and psychoeducational services in the areas of chemical dependency treatment programming, mental health services, and/or sex offender treatment programming.

Develop and conduct individual and group chemical dependency, mental health and/or sex offender psychoeducational and other therapeutic services consistent with program objectives.

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

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

*Provide ongoing training and program oversight as leadworker for assigned Clinical Program Therapists 1 and 2, students, interns and other employees in chemical dependency treatment, mental health services, and/or sex offender treatment programming.

*Develop, evaluate and implement collaborative, comprehensive chemical dependency and/or sex offender treatment release and reintegration services for offenders/clients being released from state secured facilities.

*Under clinical supervision, provide advanced psychological services and consultation at the Ph.D. or Psy.D. level for offenders/clients and other professional behavioral health services providers.

*Under clinical supervision, determine the need for, administer and interpret a variety of psychological tests and assessments.

*Provide a full range of professional behavioral health services reflecting two or more co-occurring disorders and programming areas, e.g., chemical dependency treatment, mental health services, and sex offender treatment.

Implement facility security by being alert at all times and reporting or intervening immediately in any behavior or activity that could affect the department's responsibility to protect the public, maintain security and/or control of the institution or provide for the safety of staff and residents.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED

(NOTE: KSAs with an asterisk apply to specialized positions in the classification.)*

Knowledge of:

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

Statutes, rules, policies, laws, court orders, ethical guidelines and standards, and practices related to the provision of behavioral health services in secure facilities sufficient to recommend and implement appropriate behavioral health treatment programming for offenders in secured facilities.

Current trends and varied practices in the professional behavioral services field sufficient to provide a full range of treatment techniques.

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 secure facility, sufficient to develop and implement safe and appropriate intervention strategies.

Crisis intervention theories and techniques sufficient to respond to offender's/client's needs and serve as a resource for other behavioral health professionals.

Ethical and legal standards and practices of professional health services delivery in a secure setting sufficient to model and oversee appropriate relationships, boundaries, and intervention strategies.

*The role of leadworker for a chemical dependency, mental health and/or sex offender treatment program sufficient to oversee and evaluate the work of subordinate staff.

*Training techniques and the ability to assess the training needs of subordinate staff.

*Release and reintegration strategies and approaches for working with offenders/clients being released from prison who have participated in chemical dependency and/or sex offender treatment programming.

*Advanced psychological services at the level represented by a Psy.D. or Ph.D. in Psychology.

*Testing principles, practices and procedures sufficient to select, administer and evaluate the results of a wide range of psychological tests and assessments under clinical supervision.

*Integrated treatment strategies for offenders/clients with co-occurring disorders.

Skill in:

Observation, analysis and behavioral interventions sufficient to recommend, implement and evaluate treatment plans for assigned offenders.

Oral and written communication and presentation sufficient to form effective working relationships with others, serve in a leadership capacity with other staff and students, document individual offender's/client's responses to treatment techniques, prepare other written materials, serve on facility committees, and provide training.

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

*Collaborating with supervisory and advanced professional staff to ensure that leadwork direction of professional behavioral health services staff and students is effectively and efficiently provided.

Ability to:

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

Select and apply appropriate treatment techniques for compulsive, addictive, sexually assaultive, and other maladaptive behaviors.

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

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

*Plan, direct and review the work of others.

LEGAL/LICENSURE REQUIREMENT

Minnesota licensure as an LADC (e.g., Licensed Alcohol and Drug Counselor) is required for some positions.