

## **MENTAL HEALTH THERAPY CONSULTANT**

### **DEFINITION AND DISTINGUISHING CHARACTERISTICS**

#### **Definition**

Under general direction, consults and provides individual and/or group support and supervision to staff working complex or difficult Child Welfare cases; may provide direction and review work of staff assigned to specialized programs or projects.

#### **Distinguishing Characteristics**

This specialized classification provides supervision, consultation, and technical support to Child Welfare Social Worker staff. Incumbents provide programmatic guidance and consultation when appropriate for department child welfare cases. They provide consultation and guidance to staff for department child welfare cases and arrange for clinical consultation and oversight when appropriate for clinically challenging cases. In some areas, incumbents may provide direct child welfare case management for clients and families. Incumbents are required to provide both individual and group supervision with emphasis placed on staff development and performance management aspects of the supervisor's role.

#### **EXAMPLES OF ESSENTIAL FUNCTIONS: (Illustrative only)**

- Provides specialized services such as consultation, support, and coordination to professional staff and other support staff.
- Direct practice and provide consultation to ensure standards are met within the context of family-centered practice to achieve safety, permanency, and well-being for children in the welfare system.
- Provides case consultation and individual supervision regarding development of case plans, placement decisions, child protective services, and treatment interventions for cases that may be sensitive, difficult, or complex in nature.
- Assess staff training needs and provide training.
- Meet with individual staff and interdisciplinary team and participate in individual and group staffing activities regarding child welfare cases.
- May assist in carrying out specialized projects including preparation of manuals and materials, conduct seminars/workshops, and makes presentations before groups.
- Researches and answers questions for direct service staff concerning policy, procedures, statutes, and regulations affecting counseling, therapy, placement, and other agency services; interprets policy and review new and/or changes to policy with employees.

### **MINIMUM QUALIFICATIONS**

#### **Education and Experience Requirements**

Where college degrees and/or college course credits are required, degrees and college units must be obtained from an accredited college or university. Courses from non-accredited institutions will not be evaluated for this requirement.

**Education:**

Equivalent to possession of a Master's degree from an accredited university or college with major coursework in social work, marriage and family counseling, psychology, psychiatric nursing, or a related field

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**Experience:**

Three (3) years of post-licensing experience as a Licensed Clinical Social Worker; Marriage and Family Therapist; or a Clinical Psychologist in a human services and/or protective services setting, one (1) year of which must have included providing clinical supervision to professional staff.

**Other Requirements**

Must possess a current and valid license in good standing to practice as a Licensed Clinical Social Worker; Marriage and Family Therapist; or a Clinical Psychologist in the State of California.

Must possess a valid driver's license.

**Knowledge of:**

- Needs and problems of children, families, and adults from diverse socio-economic and cultural backgrounds.
- Theories of human behavior and group dynamics.
- Child development, adolescence, marriage counseling, aging, dysfunctional family problems, social problems, parenting skills, substance abuse, crisis intervention and abnormal behavior.
- Principles of marriage, family, and child counseling.
- Social methods and practices.
- Principles and practices of interviewing, assessment, diagnosis, and treatment techniques.
- Laws, regulations, policies, and procedures related to the supervision of child welfare social workers and the provision of social services and client rights.
- Basic principles of supervision and training.

**Skill In:**

- Providing clinical supervision to child welfare social workers.
- Implementing organizational objectives and ensuring that the quantity and quality of work is achieved.
- Planning and achieving results, communication, superior customer service, resource management, teamwork, continuous improvement, leadership, cultural competence and managing people.
- Interpreting complex documents such as policies and procedures and evaluating their impact on programs and services.
- Reviewing and evaluating ongoing program delivery services to clients and ensuring that procedures, program policies, and security procedures are applied according to established policies and procedures.

**Ability to:**

- Understand and learn the agency program, policies, and procedures.
- Obtain facts and recognize the relevant and significant considerations.
- Organize and maintain workload priorities and caseload management in an appropriate and efficient manner.
- Communicate effectively both orally and in writing.
- Establish and maintain client rapport and effective working relationships with staff.
- Operate a personal computer and other office equipment.
- Respond appropriately to situations.
- Maintain confidential information in accordance with legal standards and/or County regulations.

### **ENVIRONMENTAL CONDITIONS/PHYSICAL DEMANDS**

*The conditions herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions*

**Environment:** Work is primarily performed indoors in a standard office setting.

**Physical:** Primary functions require sufficient physical ability to work in an office setting and operate office equipment; vision in the normal visual range with or without correction sufficient to read computer screens and printed documents and to operate equipment; hear in the normal audio range with or without correction. **Frequent** sitting; wrist and arm motions and upward/downward flexion of neck; fine finger dexterity of both hands, ability to grasp and hold; lifting, carrying or pushing objects that weigh up to 15 lbs. **Occasional** standing and bending, walking and reaching; lifting, carrying or pushing objects that weigh 16 – 40 lbs. **Infrequent** climbing; lifting, carrying or pushing objects that weigh more than 40 lbs.

### **HISTORY**

JCN #5182  
CREATED: FEB 2017