

## **BEHAVIORAL HEALTH RECOVERY SPECIALIST III**

### **Definition:**

Under limited supervision, partners with consumers/families with mental illness and/or substance abuse to achieve recovery; develops, delivers, and evaluates recovery-focused mental health and case management services; participates in individual, family, and group counseling; and advocates for decreasing stigma associated with mental illness and/or substance abuse.

### **Distinguishing Characteristics**

The Behavioral Health Recovery Specialist III is the lead level in the Behavioral Health Recovery Specialist flexible classification series. Incumbents are expected to work independently, use good judgement and provide a high degree of para-professional mental health case management and rehabilitative services. Those who possess specific education, licensing or certification may also perform duties within the scope of their practice. The Behavioral Health Recovery Specialist III is distinguished from the behavioral health supervisory classifications by the latter's responsibility for supervising the activities of subordinate staff.

Incumbents may be required to work flexible hours including evenings and weekends.

### **Essential Functions:**

- Actively engages consumers/family to determine what services and support will assist in reaching their personal recovery goals considering the consumer/family's unique needs and preferences.
- Works collaboratively with the consumer/family to identify treatment goals and the professional referrals and interventions that are to be included in the consumer's plan of care.
- Ensures that services are individualized, emphasizing consumer/family needs, abilities, strengths, and preferences.
- Provides individual and group recovery-oriented mental health services to adults and children with mental illness and/or substance abuse.
- Performs crisis intervention counseling at a level not requiring licensure as a mental health professional.
- Evaluates clients, writes involuntary holds and makes arrangements for voluntary or involuntary admissions to psychiatric facilities for treatment.
- Participates in interdisciplinary team consultations to prepare consumers for successful discharge from hospitals, group homes, or institutions to the community.
- Locates and evaluates the appropriateness of community-based housing and outpatient services and makes recommendations for placement, transition, and graduation.
- Provides mental health case management services including identification of safe and affordable housing, financial resources, education, employment and other community-based services.

**Essential Functions (continued)**

- Regularly visits consumers/families in the community to assess their home and educational situations, to determine service needs, and to deliver services and support.
- Utilizes a systems approach to work collaboratively with the consumers, their families, and their community to identify positive solutions to mental health, substance abuse, and/or behavioral problems.
- Acts as an advocate for the consumer and family and, in partnership with them, maintains liaison with the family, schools, legal entities, various community groups, and others as required.
- Monitors the efficacy of recovery services.
- Keeps supervisor apprised of issues related to consumers, families, and community partners.
- Participates in utilization review activities.
- Conducts training of junior staff on case management and mental health services.
- Serves high acuity persons such as gravely disabled adults or children in high level group homes or hospital settings.
- Serves persons who have been appointed a conservator due to their grave disability.
- Facilitates skills groups.
- Participates in partner agency activities and committees.
- Writes clear and concise correspondence, progress notes, and reports.
- Performs basic typing and computer tasks; accesses, utilizes, and maintains electronic records and files, including an electronic medical record computer program.
- Dependent upon area of practice or department/team assignment, demonstrates clinical knowledge and skill in the care of children, adolescents, adults and older adults.
- Performs duties consistent with applicable education, license or certification.
- Provides therapy if the appropriate degree and/or licensure is held.
- Performs other job-related duties as required.

**Employment Standards:**

Completion of a Master's degree from an accredited college or university with a major in Psychology, Sociology, Counseling, Social Work or a related field AND one (1) year of full-time paid experience working with the chronically mentally ill in a mental health setting OR completion of a Bachelor's degree from an accredited college or university with a major in Psychology, Sociology, Human Services, Behavioral Science, Social Work or related field AND two (2) years of full-time paid experience working with the chronically mentally ill in a mental health setting; If the degree is not in a related field, coursework must have included 12 semester or 16 quarter units in the behavioral sciences OR possession of a valid license as a Psychiatric Technician or Vocational Nurse issued by the State of California AND four (4) years of full-time paid experience working with the chronically mentally ill in a mental health setting.

Dependent upon assignment, applicants maybe required to pass an extensive background investigation and be fingerprinted. Disqualification for felony, misdemeanor, and traffic offenses will be assessed on a case-by-case basis.

Possession of a valid Class “C” California Driver’s license is required upon appointment.

**Knowledge of:** laws, rules and regulations governing a public mental health agency and the delivery of mental health and rehabilitation services; case management principles and techniques; rehabilitation methods, practices, policies and procedures relating to the provision of services to the mentally ill; cultural and socioeconomic factors and influences affecting mental health; family and group dynamics; rehabilitation treatment facilities requirements and procedures; concepts of human development; crisis intervention techniques; community resources available for rehabilitation treatment; the principles and techniques of training; basic vehicle and field safety procedures; public relations; office functions and procedures including basic computer skills and record keeping.

**Ability to:** prepare clear, accurate and comprehensive case records and reports; recognize crisis situations accurately and take effective action; understand and apply laws, rules and regulations governing a public mental health agency and rehabilitation services to specific situations; prepare and implement Plans of Care; monitor and record progress towards case management goals; communicate and interact effectively in situations requiring instruction or motivation of others; establish and maintain working relationships with clients, their families, co-workers, County departments, other governmental agencies and community representatives; understand and follow oral and written instructions; operate a vehicle in a safe manner; utilize a personal computer and associated software; access, utilize and maintain electronic records and files; and provide services outside the office on a regular basis, as required.

A background check may be conducted for this classification.

All Kern County employees are designated "Disaster Service Workers" through state and local laws (CA Government Code Sec. 3100-3109 and Ordinance Code Title 2-Administration, Ch. 2.66 Emergency Services.) As Disaster Service Workers, all County employees are expected to remain at work, or to report for work as soon as practicable following a significant emergency or disaster.