

BEHAVIORAL HEALTH RECOVERY SPECIALIST I

Definition:

Under close 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 I is the entry level in the Behavioral Health Recovery Specialist flexible classification series. Incumbents perform the necessary para-professional behavioral health case management and rehabilitative services. Incumbents who possess specific education, licensing or certification may also perform duties within the scope of their practice. The Behavioral Health Recovery Specialist is distinguished from the Behavioral Health Recovery Specialist II by the degree of responsibility for decision making and independent action. Promotion to a Behavioral Health Recovery Specialist II is considered upon an incumbent meeting the minimum qualifications, and on a merit basis, subject to the recommendation of the Department Head and approval of the Director of Personnel.

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.
- 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.

- 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.
- 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.
- Performs other job-related duties as required.

Employment Standards:

Completion of a Bachelor's degree from an accredited college or university with a degree in Psychology, Sociology, Human Services, Behavioral Science, Social Work or a related field. If the degree is not in a related field, coursework must have included 12 semester or 16 quarter units in the behavioral sciences.

OR

Completion of sixty (60) semester or ninety (90) quarter units from an accredited college or university AND two (2) years of full time paid experience working in a social service agency, including one (1) year providing services to the mentally ill in a mental health setting.

OR

Possession of a valid license as a Psychiatric Technician or Vocational Nurse issued by the state of California AND two (2) years of full time paid experience working with the chronically mental 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" Driver's license is required upon appointment.

Knowledge of: basic case management principles and techniques; rehabilitation methods, practices, and 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; concepts of human development, crisis intervention techniques; 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, concise, accurate and comprehensive case records and reports, recognize crisis situations accurately and take effective action; apply laws, rules and regulations governing a public mental health agency and rehabilitation services; prepare and implement Plans of Care; monitor and record progress toward case management goals; understand and follow oral and written instructions; operate a vehicle in a safe manner; establish and maintain effective working relationships with clients, their families, co-workers, County departments and other governmental agencies; provide services outside the office on a regular basis as required; utilize a personal computer and software; access, utilize and maintain electronic records and files.

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.