



FLATHEAD COUNTY, MONTANA

Position Vacancy Announcement

POSITION: CO-RESPONDER LICENSED CLINICAL SOCIAL WORKER

DEPARTMENT: HEALTH DEPT

If you have any questions about this position vacancy please call: 406-751-8109

NUMBER OF POSITIONS OPEN: 1

FULL TIME REGULAR
(YEAR ROUND POSITION)

STARTING WAGE: Contracted Position

PART TIME SEASONAL

TEMPORARY

VISIT https://flathead.mt.gov/human_resources/downloads.php FOR BENEFIT INFORMATION.
SEE ATTACHED JOB DESCRIPTION.

APPLY FOR THIS POSITION AT FLATHEAD COUNTY'S WEBSITE:
https://flathead.mt.gov/human_resources/apply/

Paper, faxed or email applications will not be accepted.

Flathead County's pre-employment process includes reference checks and criminal history checks. A record of criminal conviction will not necessarily bar you from employment. Depending on the position, the pre-employment process may also include skill testing and drug/alcohol testing.

FLATHEAD COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER

Flathead County is an equal opportunity employer. Flathead County shall, upon request, provide reasonable accommodations to otherwise qualified individuals with disabilities.

This job description is intended to reflect core areas of responsibility and an incumbent employees' knowledge and skill set needed to complete those functions. This document is not intended to catalog each individual duty; employees are routinely called upon to address emerging employer requirements in alignment with individual work units and assignments of jobs. The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer change.

Job Title: Co-Responder Licensed Clinical Social Worker	Job Code: 13960
Department: Health Department	Pay Grade: Unclassified
Reports to: Health Officer/Deputy Health Officer	FLSA Status: <input type="checkbox"/> Non-Exempt <input checked="" type="checkbox"/> Exempt

Department Overview: The Flathead City-County Health Department is a public health agency providing certain statutorily-mandated services and other contracted services to people who reside in or visit Flathead County. The divisions of the Health Department offering primary prevention services include: Environmental Health Services, Community Health Services, Population Health and the Flathead County Animal Shelter. The Health Department offers primary health care and prevention services through Flathead Family Planning. Environmental Health services offered include food safety, water quality, land use development and air quality. Community Health services offered include immunization services, maternal, infant and early childhood managed care programs and the Women Infant and Children (WIC) program. Population Health services offered include cancer screening, tobacco use prevention, injury prevention, public health preparedness, behavioral health coordination and communicable disease prevention and control. The Flathead Family Planning clinic is operated under Title X of the Public Health Service Act and provides medical and reproductive health care.

Job Summary: Under the general supervision of the Health Officer or Deputy Health Officer, the Co-responder Licensed Clinical Social Worker works as a member of the health department embedded within local law enforcement to identify, triage, and manage patients in crisis as part of the mobile crisis response team. As a LCSW, the Co-responder performs duties under regulations as described within their clinical licensure. This position provides in-home and community-based crisis assessments, diversion therapy services to reduce hospitalizations and/or incarcerations, and formulates recommended referral and treatment options for best care for patients with behavioral health problems or who are in crisis with potential or existing substance use, mental health, behavioral health, or co-occurring symptoms.

Essential Functions (Major Duties or Responsibilities): *These duties are the essential functions and are not all-inclusive of all duties that the incumbent performs.*

- Functions as part of the mobile crisis response team collaborating with law enforcement, care coordinators, outpatient treatment teams, crisis services, and other mental health care providers in the county to improve behavioral health response to crisis in the community.
- Responds to calls by dispatch to directly intervene in crisis situations as reported by law enforcement providing behavioral health care such as assessing mental status, risk, and clinical needs of patients in high-stress situations with a focus on stabilizing patients in the least restrictive setting when possible in the community.

- Conducts behavioral health screening and assessment, provides referrals for treatment to individuals with mental disorders, provides individualized resources and connection to care coordination for further services and treatment.
- Evaluates clinical need for hospitalization or appropriateness for involuntary treatment according to legal criteria and make recommendation to law enforcement when needed.
- Provides consultation on evaluation forms and safety planning to outside entities such as hospitals as well as caregivers of persons in acute distress.
- Provides consultation and mental health assessments to the county jail and other law enforcement entities as needed.
- Documents and communicates confidential information in a professional manner.
- Completes clinical records and data reports according to established policies and procedures.
- Develop and maintain programmatic needs, data, and outcomes required for grant purposes as requested.
- Assures billing is completed accurately and in a timely manner as necessary.
- Attends and participates in meetings and quality assurance activities as required.
- Attends community coordination meetings as needed.
- Coordinates with crisis care coordinator in Crisis Assistance Team to ensure maximum utilization of community resources for clients and facility in interagency treatment planning for crisis clients.
- Participates in providing staff education and training for Crisis Intervention Academy trainings.

Non-Essential Functions:

Performs related duties as required or directed.

Physical Demands and Working Conditions:

- The employee is constantly required to use hands to handle objects and to keyboard.
- Frequently required to sit, talk, write, listen and read.
- The employee may frequently be required to stand, walk, climb, balance, stoop, kneel, crouch, or crawl and reach with hands and arms.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision and depth perception.
- The employee is infrequently required to lift and/or move up to 25 pounds.
- The noise level of the building is usually moderate.

Supervision Exercised:

This position does not provide direct supervision.

Knowledge, Skills, and Abilities:

- Knowledge, education, and training in the field of mental health and substance abuse.
- Working knowledge of client confidentiality, and the ethical and legal requirements of the profession.
- Maintain a quality code of conduct, ethics, and professionalism upholding professional standards of care per licensure.

- Extensive knowledge of community resources, social services, and behavioral health agencies pertaining to the service area.
- Skill in interviewing techniques, listening, facilitating problem solving, crisis intervention, and de-escalation techniques.
- Skill in utilizing electronic medical records with proficiency in computer and software programs.
- Ability to work independently and collaboratively exhibiting effective communication with law enforcement entities within the community.
- Ability to maintain professional, non-judgmental attitude towards clients in crisis.
- Ability to follow law enforcement protocols when on crisis calls and on active scenes.
- Ability to communicate effectively, both verbal and written.
- Ability to establish and maintain effective working relationships with diverse individuals and groups.

Education and Experience:

EDUCATION: Requires graduation from an accredited university or college with a Master’s degree in social work and licensure as a Licensed Clinical Social Worker (LCSW) or licensure as a Clinical Psychologist with focus on clinical counseling, psychological counseling, and have ability to perform biopsychosocial assessments.

EXPERIENCE: Must have a minimum of two years’ experience in a clinical, behavioral health, or mental health setting or any combination of education and experience which indicates the possession of the knowledge, skills, and ability listed.

SPECIAL REQUIREMENT: Requires a current license from the State of Montana’s Board of Behavioral Health as a LCPC or LCSW. Requires a valid Montana Driver’s License.

Action	Date	Reference
Adopted	04/03/2023	Commissioners’ Minutes